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ABSTRACT

Information on employment in Missouri's public colleges and universities from 1979 to 1983 is presented, based on data reported on the Higher Education Staff Information Survey. Comparisons are made over the 4-year period in total employment, employment among the seven Equal Employment Opportunity Commission categories of staff, and growth or decline in the employment of women and minorities. The comparisons are presented by sector of public higher education, and detailed tabulations of the data by campus are appended. The Missouri public higher education data is also compared to national higher education employment data. The data on the employment of women and minorities is presented for the University of Missouri, the state four-year institutions, and the state two-year institutions, and covers the following personnel categories: executive, administrative, and managerial positions, professional nonfaculty positions, faculty, secretarial and clerical employees, technical and paraprofessional employees, skilled craft employees, and service and maintenance employees. For each institution, data for 1979, 1981, and 1983 is provided on nonfaculty full-time employees by race and sex and on faculty employees by race and sex. The Higher Education Staff Information Survey questionnaire is appended. (SW)

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EMPLOYMENT IN MISSOURI PUBLIC HIGHER EDUCATION INSTITUTIONS
1979 TO 1983

U.S. DEPARTMENT OF EDUCATION
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MISSOURI PUBLIC FOUR-YEAR COLLEGES AND UNIVERSITIES

Central Missouri State University

Harris-Stowe State College

Lincoln University

Missouri Southern State College

Missouri Western State College

Northeast Missouri State University

Northwest Missouri State University

Southeast Missouri State University

Southwest Missouri State University
- West Plains Residence Center

University of Missouri
- University of Missouri-Columbia
- University of Missouri-Kansas City
- University of Missouri-Rolla
- University of Missouri-St. Louis

PUBLIC COMMUNITY/JUNIOR COLLEGES

Crowder College

East Central College

Jefferson College

Metropolitan Community Colleges
- Longview Community College
- Maple Woods Community College
- Penn Valley Community College
- Pioneer Community College

Mineral Area College

Moberly Area Junior College

St. Louis Community College
- St. Louis Community College at Florissant Valley
- St. Louis Community College at Forest Park
- St. Louis Community College at Meramec

State Fair Community College

Three Rivers Community College

Trenton Junior College

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Foreword

The Coordinating Board for Higher Education has statutory responsibility to collect and examine data submitted by Missouri colleges and universities. The following report is an overview of employment in Missouri higher education focusing on trends in employment in the seven categories identified by the Equal Employment Opportunity Commission. A later report will examine the effect of these trends on total compensation expenditures.

Shaila R. Aery
Commissioner of Higher Education

EXECUTIVE SUMMARY

This report presents information on employment in Missouri's public colleges and universities for the period from 1979 to 1983. Comparisons are made over the four year period in total employment, employment among the seven Equal Employment Opportunity Commission categories of staff, and growth or decline in the employment of women and minorities. The comparisons in the body of the report are presented by sector of public higher education but detailed tabulations of the data by campus are available in the Appendix of the report.

Total employment across all sectors of Missouri public higher education increased by only 88 positions between 1979 and 1983, from 19,320 to 19,408. There were significant reductions (17 percent) in the number of maintenance staff during this period and reductions of one to two percent in most other categories of nonprofessional support staff. Faculty, the largest higher education employment category, increased through 1981 and then declined to a level of 1.5 percent above the 1979 level. The only categories of public higher education employment experiencing significant growth were executive and managerial staff (15 percent increase) and professional support staff (14 percent growth).

In general, the number of women and minorities employed in Missouri public higher education grew more rapidly over the four year period than did total employment. The greatest proportional gains for women were made in the fastest growing categories of executive, administrative, and managerial and professional nonfaculty positions. For minorities the largest absolute growth was among the faculty; proportionately significant gains were made among executive, administrative, and managerial staff and among professional nonfaculty positions.

Starting on page 29, the Missouri public higher education data are compared to national higher education employment data. While the employment of women and minorities in Missouri public higher education in all types of positions lags the national profile slightly, the differences are more significant among professional positions, particularly for minorities.

NOTES ON DATA

The following report was compiled from data reported by public colleges and universities on the Higher Education Staff Information Survey (EEO-6 report) of the U.S. Equal Employment Opportunity Commission. Institutions were asked to report on all full-time employees for the payroll period nearest October 1 of the reporting year, independent of funding source.

Significant differences may exist between the number of employees recorded in this report and other reports on college and university employment. This report describes only full-time employees. The number of faculty recorded on this report is generally greater than the number described on the Higher Education General Information Survey (HEGIS) because the HEGIS data are limited to instructional faculty whose major or regular assignment is instruction while the data reported here include all full-time faculty.

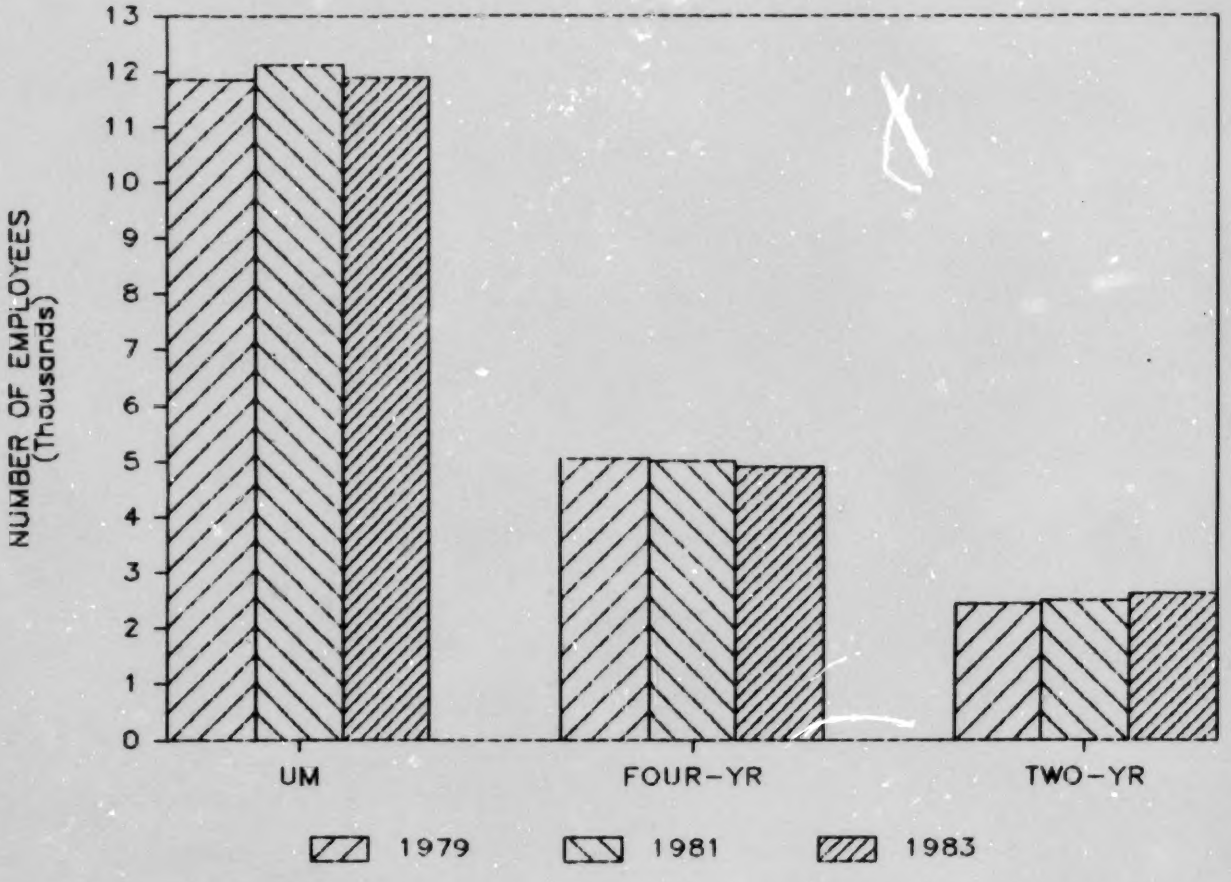
This report does not include Lincoln University because the institution has not submitted the 1983 data or Moberly Area Junior College because of incomplete data for 1979. It is important to note that the data in this report are grouped by sector to provide a broad statewide perspective. There are, of course, very significant variations among campuses within sectors and the reader's attention is drawn to the appendices of the report where more detailed descriptions are available.

TOTAL EMPLOYMENT BY SECTOR AND CATEGORY

Total Employment By Sector

Between 1979 and 1983 total employment across all sectors of Missouri public higher education increased less than one percent. As illustrated in Figure 1, total full-time employment at the University of Missouri increased through 1981 and then declined to about the same level as in 1979. The four-year sector reduced total employees by 134, while the two-year sector, which was experiencing significant enrollment increase at that time, increased total full-time employees by 184.

FIGURE 1. TOTAL FULL-TIME EMPLOYEES BY SECTOR 1979, 1981 AND 1983



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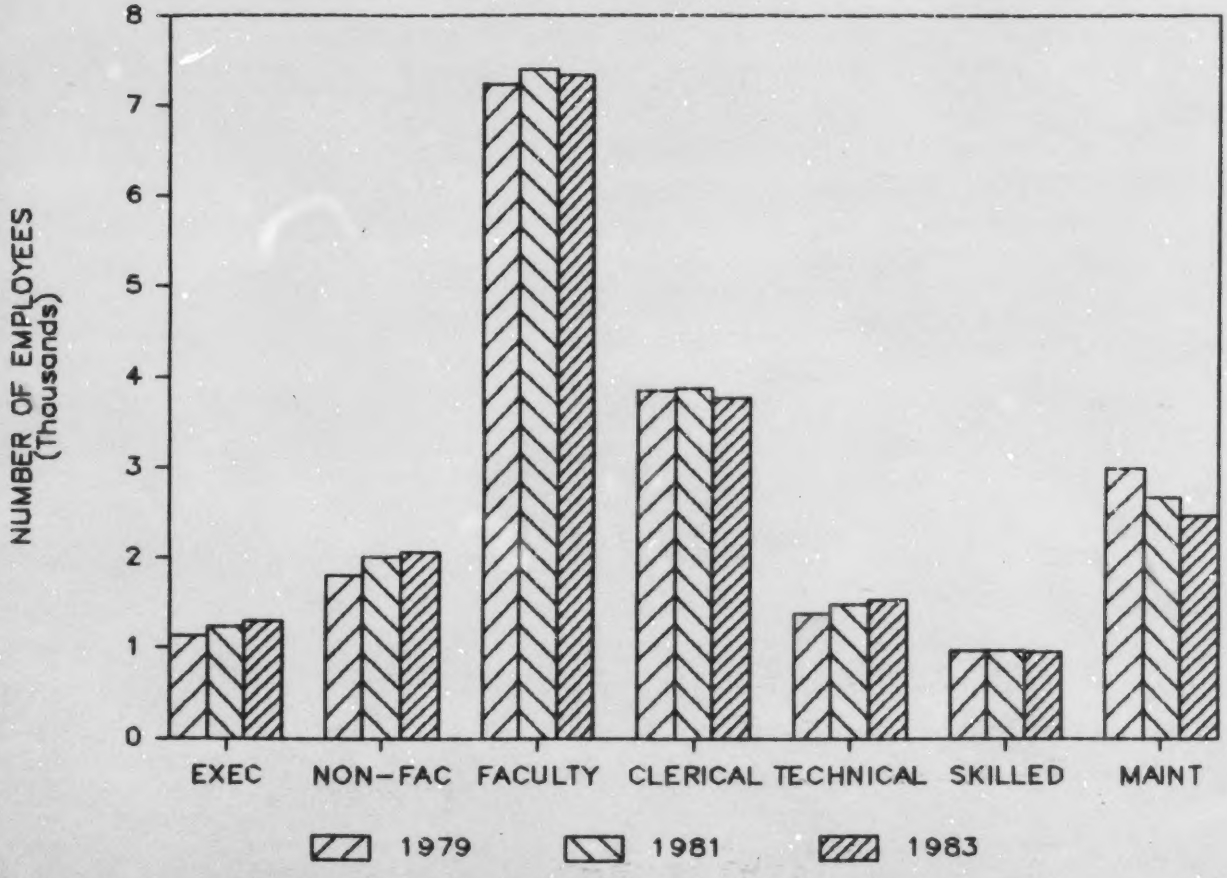
Total Employment By Category

During the 1979 to 1983 period there were significant variations in statewide trends in employment by categories. Generally, the direction of these trends held true across the sectors, though there were differences which will be discussed in later sections of this report. The variations by category of employment are significant because they indicate a significant increase in the number of employees in relatively higher paying positions and a decrease in relatively lower paid positions. Similarly, the trends suggest that, statewide, institutions experienced an increased executive, administrative, and managerial emphasis while maintenance and clerical support functions were reduced.

Employees classified on the EEO-6 report as executive, administrative or managerial staff increased statewide between 1979 and 1983 by fifteen percent. As illustrated in Figure 2, this is the second smallest group of employees on the campuses, but the fastest growing with an increase of 166 over the four year period reported. This category includes such titles as president, vice-president, dean, or director, as well as subordinate titles such as assistant dean if the primary responsibility is administrative.

FIGURE 2. TOTAL FULL-TIME EMPLOYEES BY CATEGORY 1979, 1981 AND 1983



Professional non-faculty employees increased by fourteen percent statewide, growing by 258 staff members. This is somewhat a catch-all category of employment generally including all those positions requiring college education but which do not involve teaching or the exercise of independent discretion on matters of policy. Examples of positions in this category would include budget analysts and programmer/analysts.

Faculty, by far the largest group of college and university employees, grew by 1.5 percent statewide between 1979 and 1983. As might be expected, the total number of faculty seemed to respond most directly to enrollments, with a peak being reached in 1981 and a slight decline by 1983.

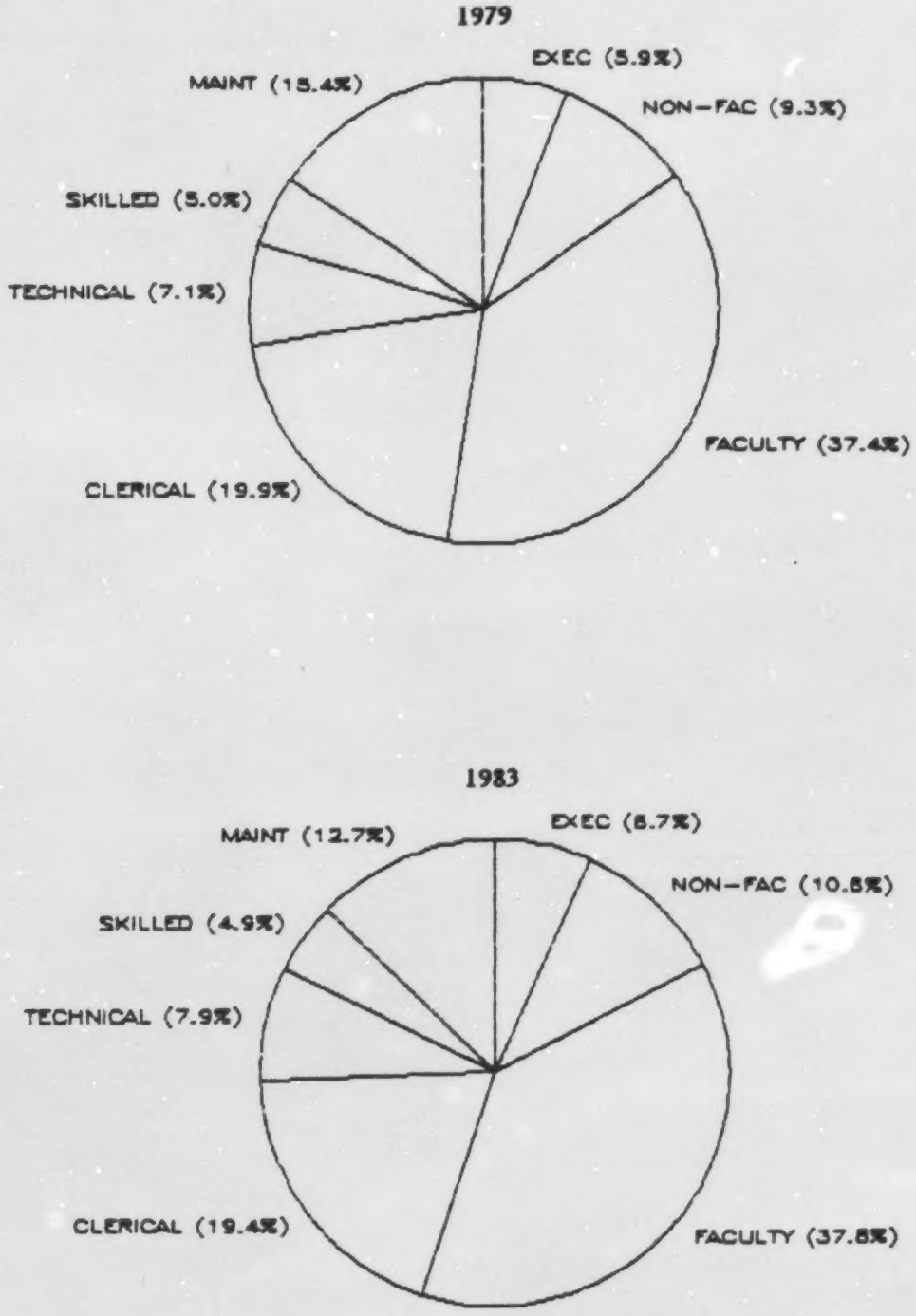
The number of nonprofessional support staff declined in all categories, but to varying extents. The number of secretarial or clerical staff declined by two percent as did the number of technical and paraprofessional employees. Skilled crafts personnel, the smallest employment category, declined by just over one percent.

The most dramatic reduction in staff among the colleges and universities was in the least skilled category of maintenance personnel, where there was a seventeen percent statewide reduction. As will be seen later, this trend varied considerably with the two-year colleges increasing maintenance personnel slightly while the four-year sector reduced such staff by nearly 40 percent. One will note in the appendices that the major reduction in the four-year sector was concentrated at three campuses and that at least one of these campuses had clearly employed excessive maintenance personnel in 1979.

Summary

In summary, the statewide data indicate that total employment and the number of faculty has been essentially static during the four years examined while there has been some shift from nonprofessional support staff to professional staff. In a later report, the Coordinating Board staff will examine the effects on total compensation expenditures of this realignment of personnel.

FIGURE 3. FULL-TIME EMPLOYEES BY CATEGORY



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EMPLOYMENT OF WOMEN AND MINORITIES

During the 1979 to 1983 period, when total statewide employment in public higher education grew by about one percent, total employment of women and of minorities increased slightly faster. For women the statewide difference was minimal at 1.4 percent overall growth. By 1983 women comprised 46.4 percent of the total Missouri public higher education workforce. Total minority employment grew at about six percent and reached 11.6 percent of total public higher education employment, which is essentially the same percentage as nonwhites represented in Missouri's 1980 Census. (Missouri Population and Census Newsletter, August 1983, page 2.)

However, trends varied widely by sector and by employment category. In general, the data would suggest that the public colleges and universities have made concerted and relatively successful efforts to address equal opportunity goals where there has been significant new hiring. There are also some examples of apparent efforts to address these goals where significant layoffs have occurred. However, there are notable exceptions to both these generalizations which will be noted in the following description of trends within employment categories and sectors of higher education.

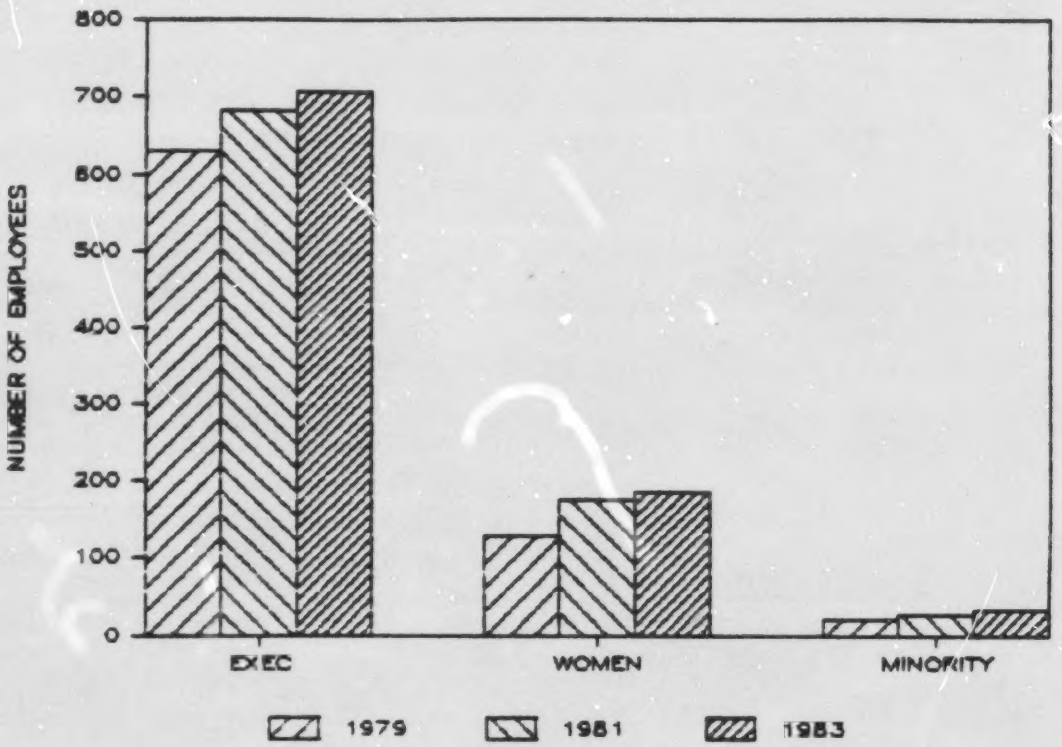
In the following section the trends in total employment, in employment of women, and in employment of minorities will be described in each personnel classification and by sector. It is important to note that the total columns to the left of each graph include women and minorities and the figures describing trends in the employment of women include minority women. It should also be noted again that the trends vary considerably by campus within sector.

EXECUTIVE, ADMINISTRATIVE, AND MANAGERIAL POSITIONS

University of Missouri

At the University of Missouri's four campuses and central administration the number of executive, administrative, and managerial staff increased by 78 positions over the four years. There was a net increase of 59 women employed in these positions and a net increase of 10 minority positions. By 1983 women represented about 26 percent of this group while minorities accounted for about five percent.

FIGURE 4. EXEC/ADMIN/MANAGERIAL, WOMEN AND MINORITIES UNIVERSITY OF MISSOURI 1979, 1981 AND 1983



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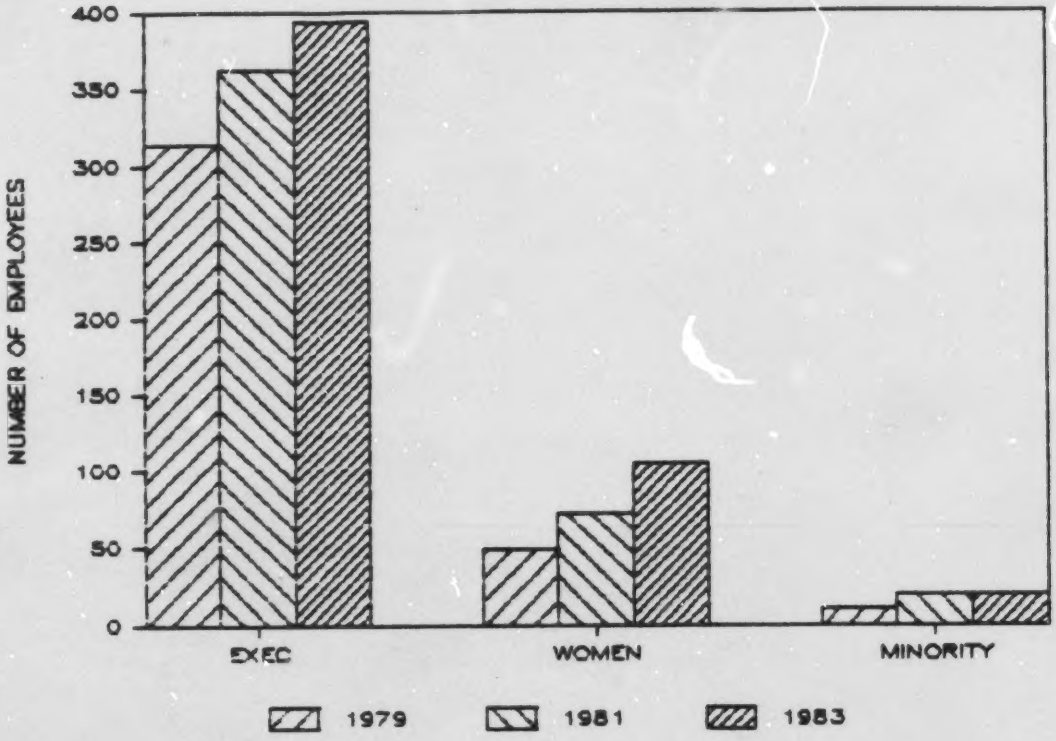
State Four-year

At the state four-year colleges and universities total executive, administrative, and managerial employees increased by 80. There was a net increase of 56 women and of nine minorities. By 1983 women represented 27 percent of this group and five percent were minorities.

FIGURE 5. EXEC/ADMIN/MANAGERIAL, WOMEN AND MINORITIES
STATE FOUR-YEAR 1979, 1981 AND 1983



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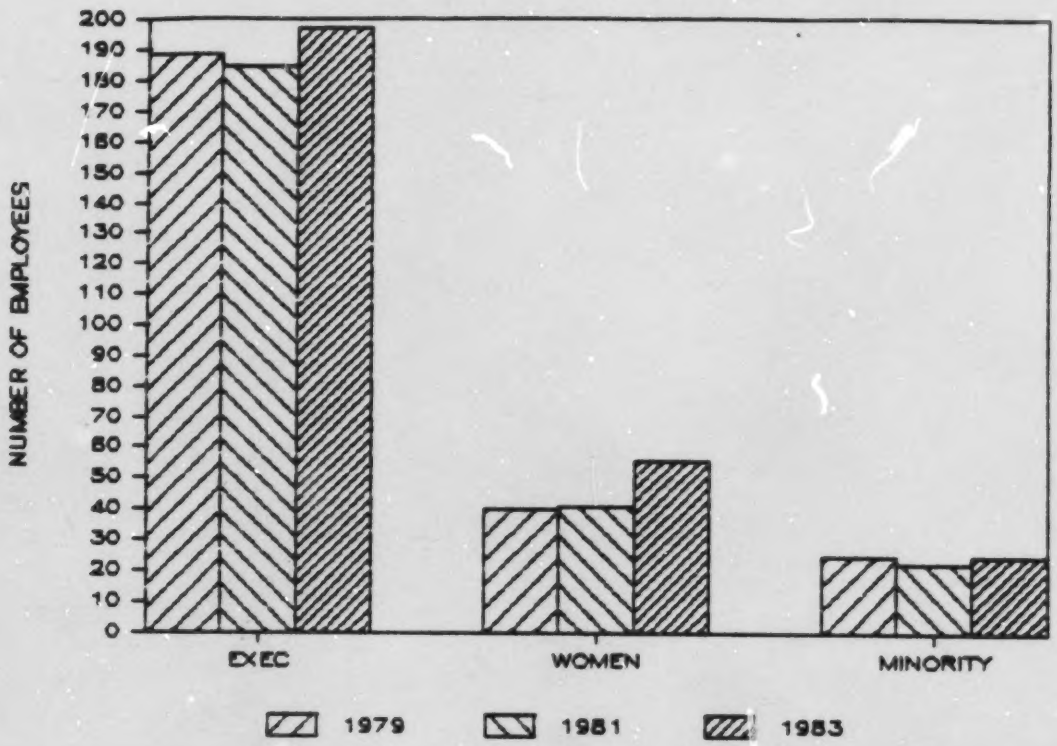
State Two-year

In the state two-year sector executive, administrative, and managerial employees increased by 8 during the four year period. The number of women increased by 16, while the number of minorities was unchanged. By 1983, women comprised 28 percent of this group while minorities constituted 13 percent.

FIGURE 6. EXEC/ADMIN/MANAGERIAL, WOMEN AND MINORITIES
STATE TWO-YEAR 1979, 1981 AND 1983



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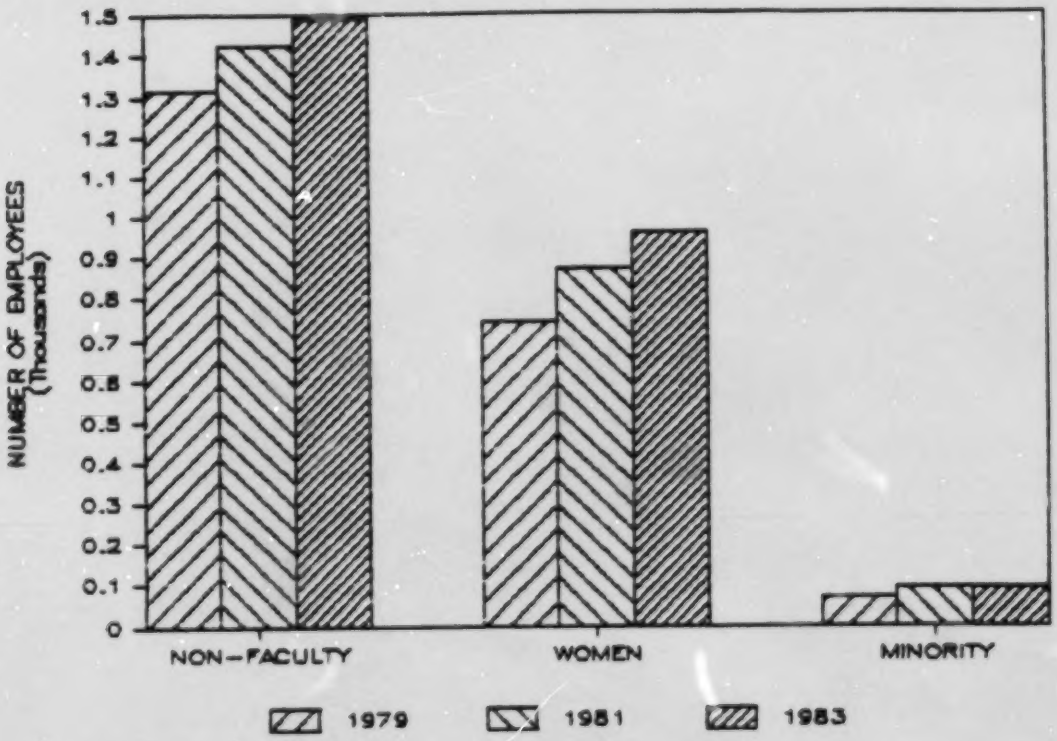
PROFESSIONAL NONFACULTY STAFF

University of Missouri

At the University of Missouri professional nonfaculty positions grew by 178 over the four years. There was a net increase of 211 women and the number of minorities in this group increased by 21. By 1983 women represented 64 percent of this group while six percent were minorities.

FIGURE 7. PROF NONFACULTY, WOMEN AND MINORITIES
UNIVERSITY OF MISSOURI 1979, 1981 AND 1983



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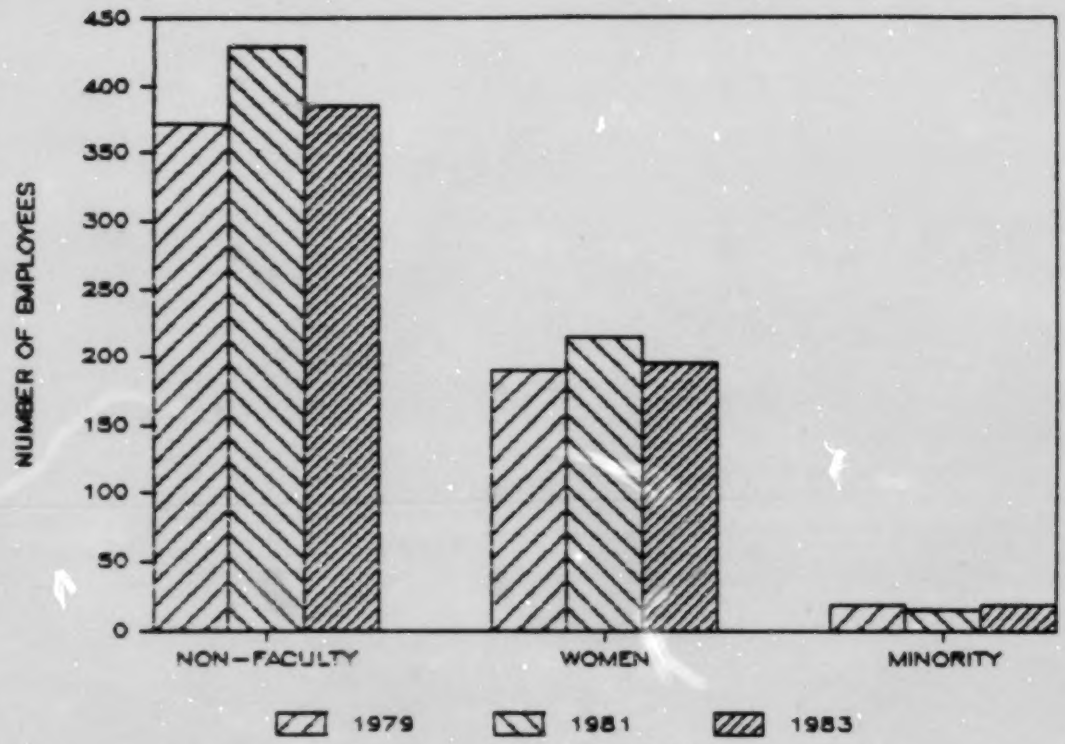
State Four-year

In the state four-year sector, the number of professional nonfaculty positions increased through 1981 and then declined for a net increase over the four year period of 14 positions. The number of women increased by six positions while the number of minorities declined by one. By 1983 women represented 51 percent of these staff while minorities were five percent of the group.

FIGURE 8. PROF NONFACULTY, WOMEN AND MINORITIES STATE FOUR-YEAR 1979, 1981 AND 1983



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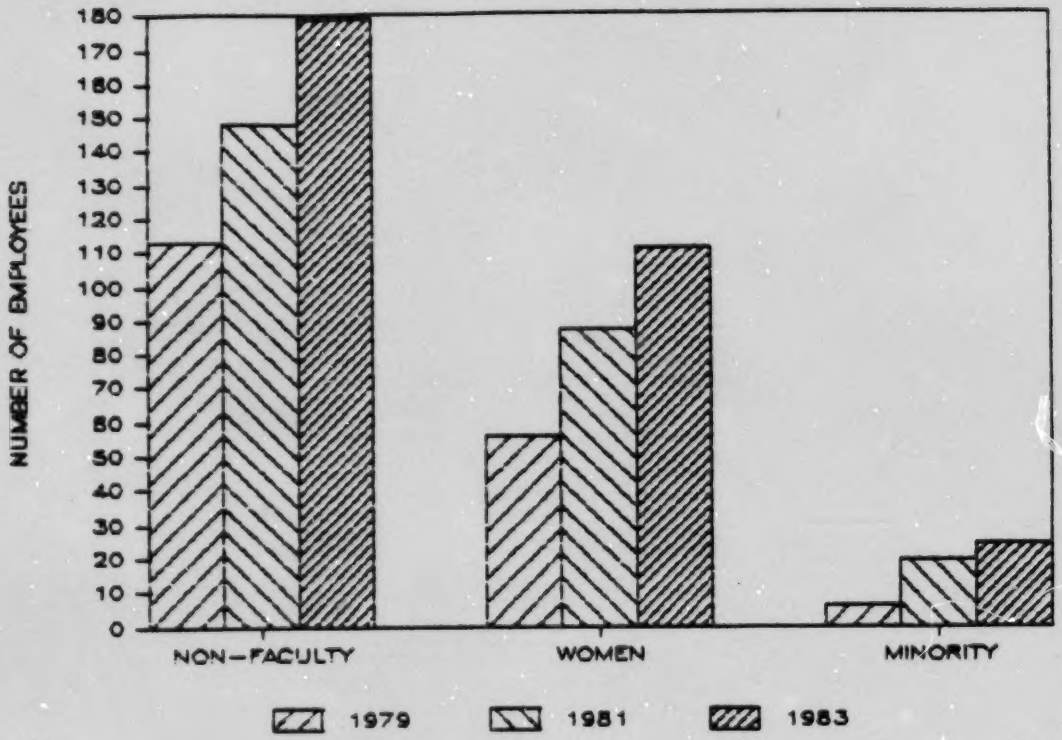
State Two-year

In the state two-year sector the number of professional nonfaculty staff increased by 66. The number of women increased by 55 and the number of minorities increased by 18. This brought the representation of women and minorities in this group to 62 percent and 13 percent respectively by 1983.

FIGURE 9. PROF NONFACULTY, WOMEN AND MINORITIES STATE TWO-YEAR 1979, 1981 AND 1983



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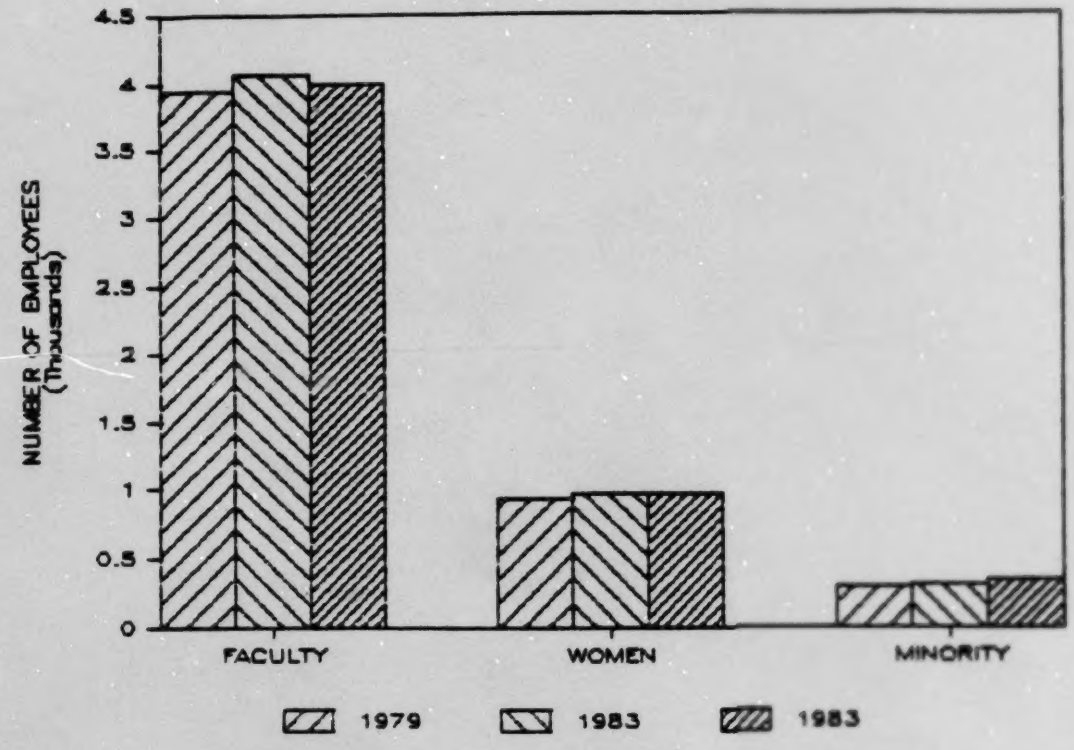
FACULTY

University of Missouri

At the University of Missouri the total number of faculty increased through 1981 and then declined for a net gain of only 63 positions. Women faculty members and minority faculty members increased at about the same rate as total faculty, with the number of women increasing by 45 and the number of minorities increasing by 58. However, these gains brought the percentage of women in the faculty to only 24 percent and the percentage of minorities to nine percent. It should also be noted that roughly half the minority members of the University of Missouri faculty are of Asian or Pacific Islander heritage. While this minority group is a very small portion of the state's population, national studies would suggest they represent a disproportionately high number of PhD recipients in growing fields like engineering and computer science.

FIGURE 10. FACULTY, WOMEN AND MINORITIES, UNIVERSITY OF MISSOURI 1979, 1981 AND 1983



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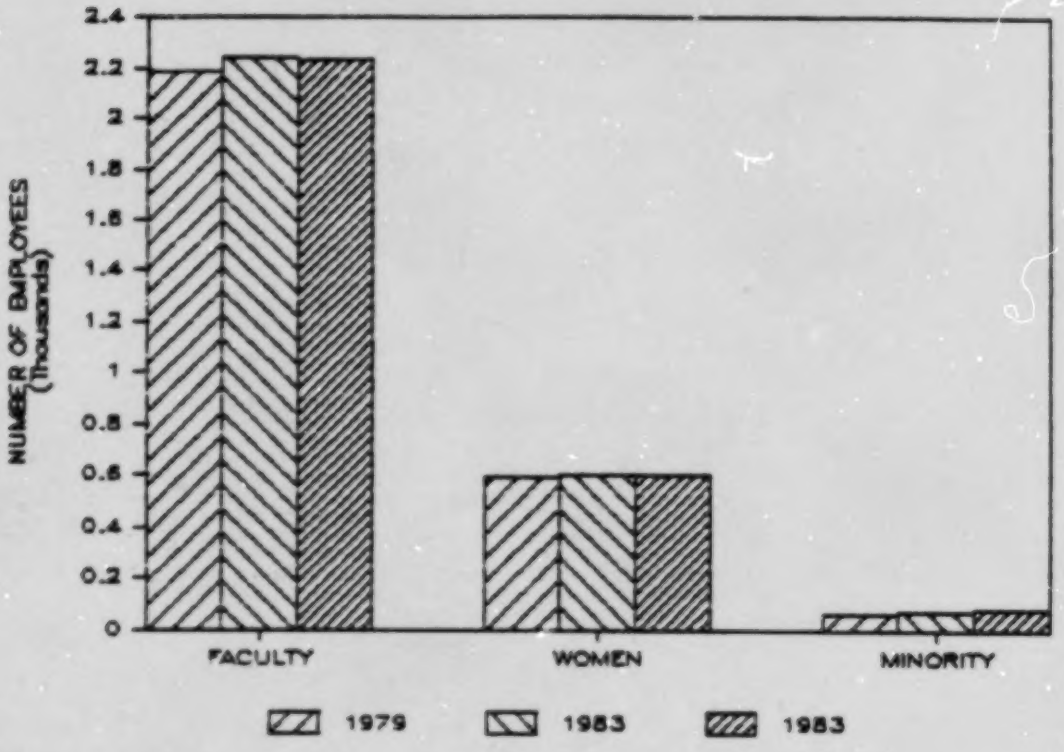
State Four-year

In the state four-year sector the total number of faculty increased by 48 positions between 1979 and 1983. The number of women increased by 12 while the number of minority faculty increased by 20. By 1983 women comprised 27 percent of the faculty and minorities 3.8 percent. As at the University of Missouri, roughly half the minority faculty were of Asian or Pacific Islander heritage.

FIGURE 11. FACULTY, WOMEN AND MINORITIES STATE FOUR-YEAR 1979, 1981 AND 1983



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State Two-year

Total faculty positions at the state two-year colleges decreased by three positions over the four year period. The number of women remained constant and the number of minority members dropped by one. The percentages of women and minorities in the community college faculty were 38 percent and nine percent respectively.

FIGURE 12. FACULTY, WOMEN AND MINORITIES STATE TWO-YEAR 1979, 1981 AND 1983

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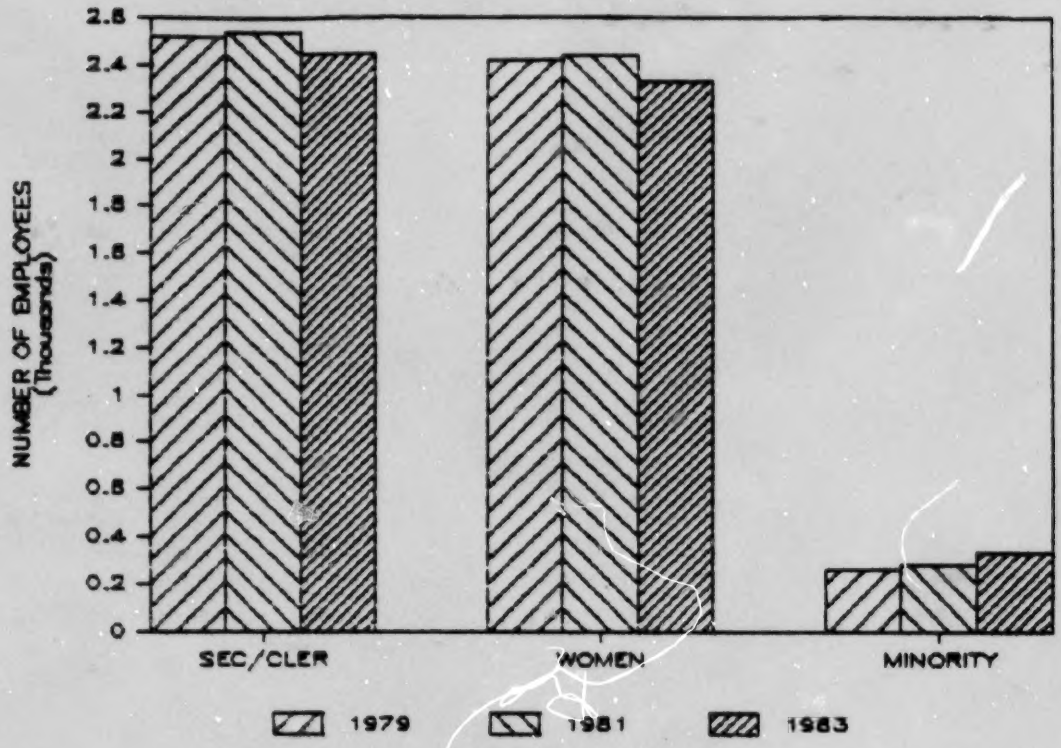
SECRETARIAL AND CLERICAL EMPLOYEES

University of Missouri

Secretarial and clerical positions at the University of Missouri were reduced by 72 over the four year period. The number of men increased by 21, making this category slightly less predominantly female at 95 percent. The number of minority clerical employees increased by 72, bringing the minority percentage to 13 percent.

FIGURE 13. SEC/CLERICAL, WOMEN AND MINORITIES
UNIVERSITY OF MISSOURI 1979, 1981 AND 1983



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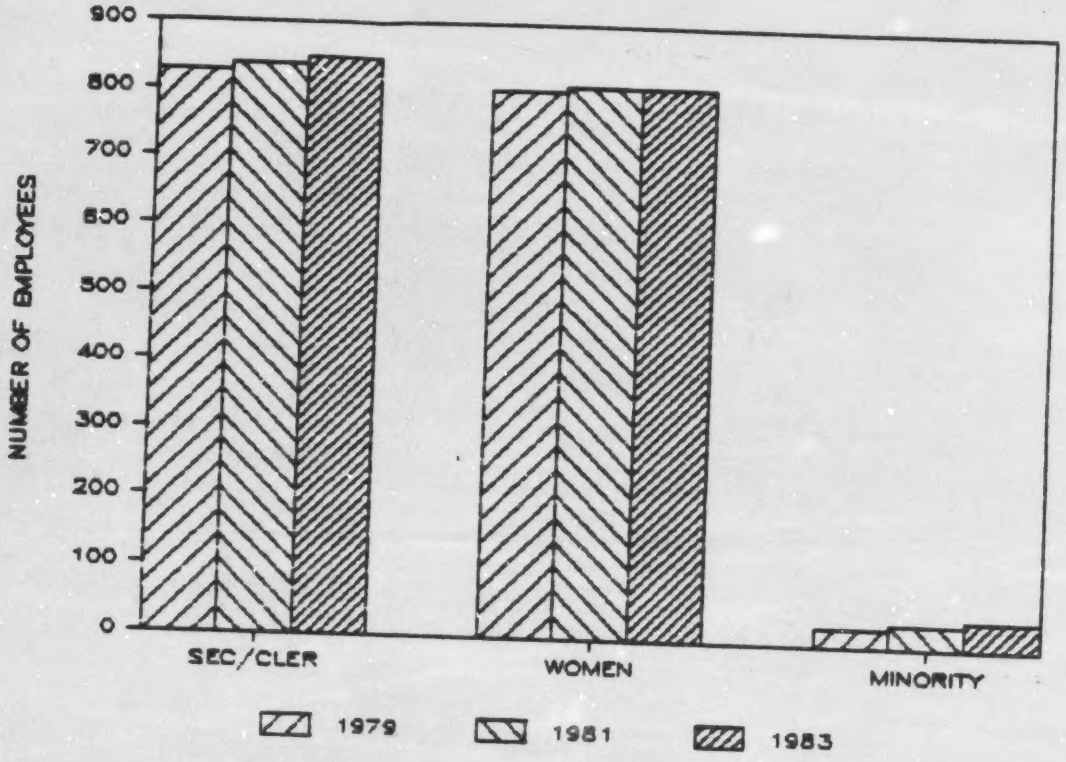
State Four-year

At the state four-year institutions the number of secretarial and clerical employees increased by 22. The number of men increased by 15 while minorities increased by 14. This brought the percentage of minorities in this group to about five percent.

FIGURE 14. SEC/CLERICAL, WOMEN AND MINORITIES STATE FOUR-YEAR 1979, 1981 AND 1983



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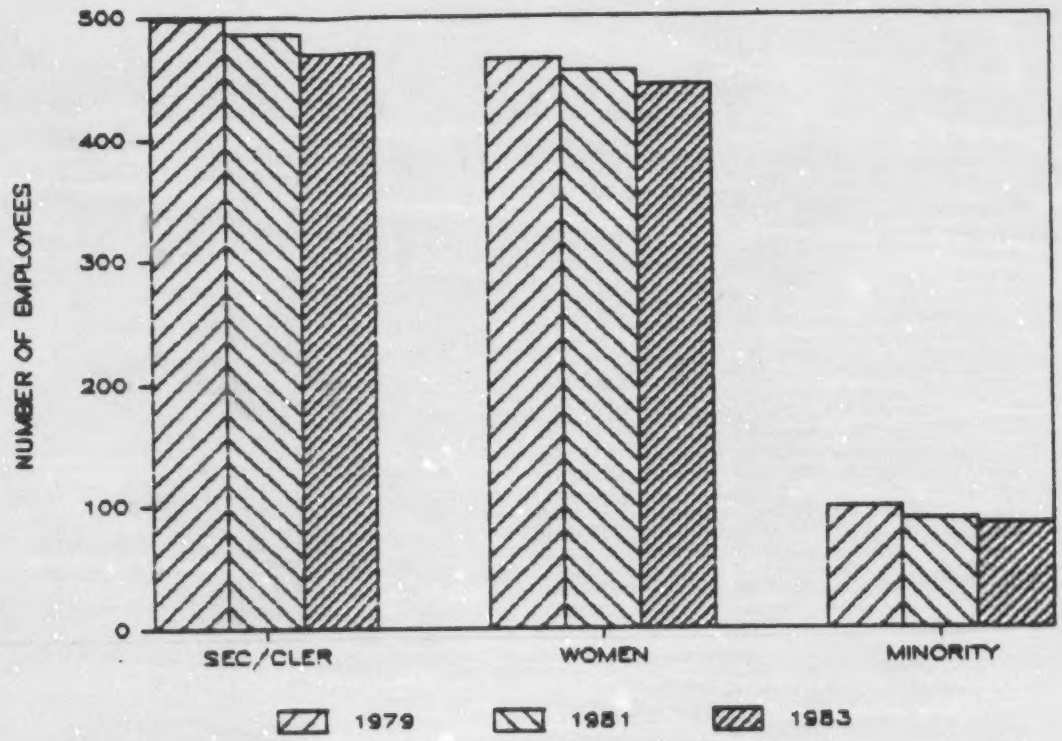
State Two-year

In the state two-year sector the number of secretarial and clerical staff was reduced by 28. The number of men declined by six and the number of minorities declined by 14. However, this left minority representation at eighteen percent of this category.

FIGURE 15. SEC/CLERICAL, WOMEN AND MINORITIES
STATE TWO-YEAR 1979, 1981 AND 1983



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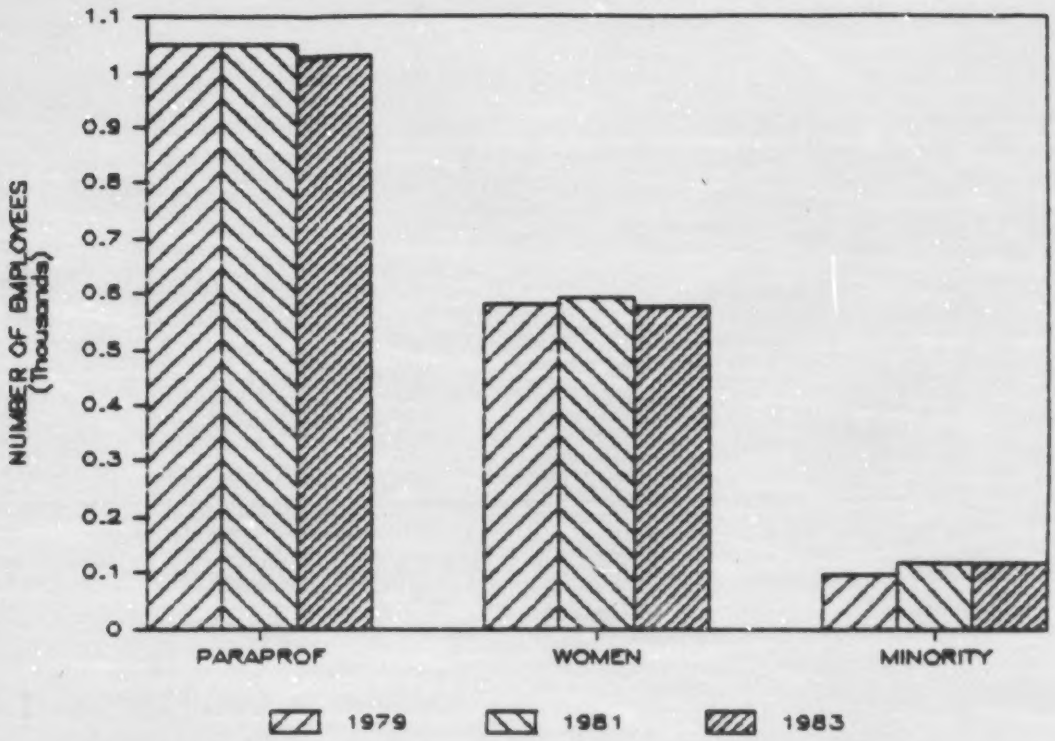
TECHNICAL AND PARAPROFESSIONAL EMPLOYEES

University of Missouri

The number of technical and paraprofessional employees at the University of Missouri was reduced by 20 over the four year period. The number of women in this group was reduced by six while the number of minorities increased by 22. This brought the percentage of women in 1983 to 56 percent and the percentage of minorities to 11.6 percent.

FIGURE 16. TECH/PARAPROF., WOMEN AND MINORITIES
UNIVERSITY OF MISSOURI 1979, 1981 AND 1983



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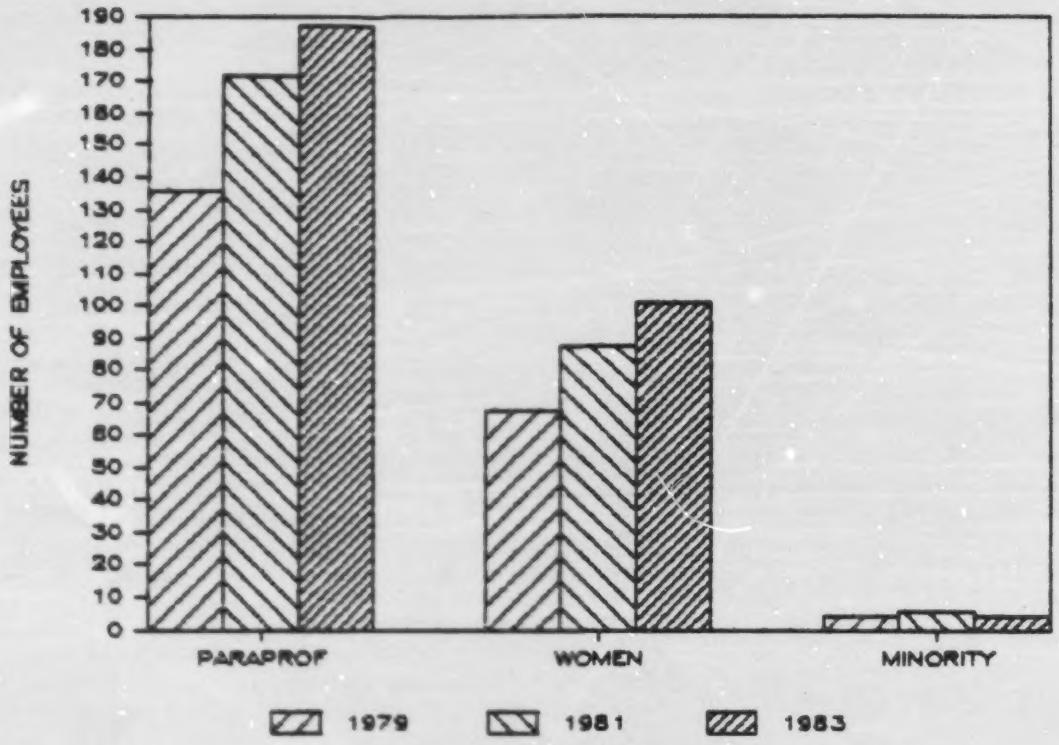
State Four-year

In the state four-year sector the number of technical and paraprofessional staff increased by 51. The number of women increased by 33 while the number of minorities remained unchanged at four. This brought the respective percentages for women and minorities to 54 percent and two percent for 1983.

FIGURE 17. TECH/PARAPROF., WOMEN AND MINORITIES STATE FOUR-YEAR 1979, 1981 AND 1983



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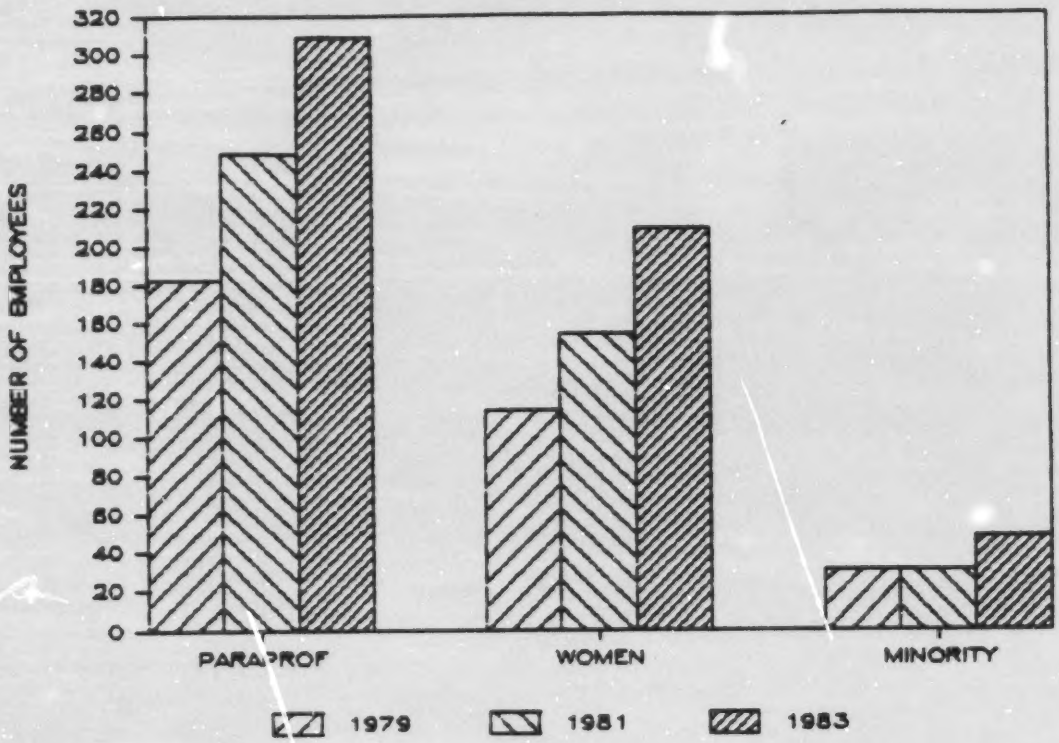
State Two-year

In the state two-year sector the number of technical and paraprofessional staff increased rather sharply for a gain of 126 staff. Women experienced a net gain of 95 positions, bringing their representation to 68 percent of this group. Minorities increased by 17 which brought them to 15.5 percent of this group.

FIGURE 18. TECH/PARAPROF., WOMEN AND MINORITIES
STATE TWO-YEAR 1979, 1981 AND 1983



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SKILLED CRAFT EMPLOYEES

All Sectors

In all three sectors of public higher education the skilled crafts employees remained fairly stable in numbers, with a four percent decrease at the University of Missouri and small increases in the other two sectors. The number of women and minorities in this category also remained fairly stable, except in the two-year sector where the number of women declined considerably. The percentage of both women and minorities was rather small in both sectors, except for the percentage of minorities in the two-year sector.

FIGURE 19. SKILLED CRAFT, WOMEN AND MINORITIES
UNIVERSITY OF MISSOURI 1979, 1981 AND 1983

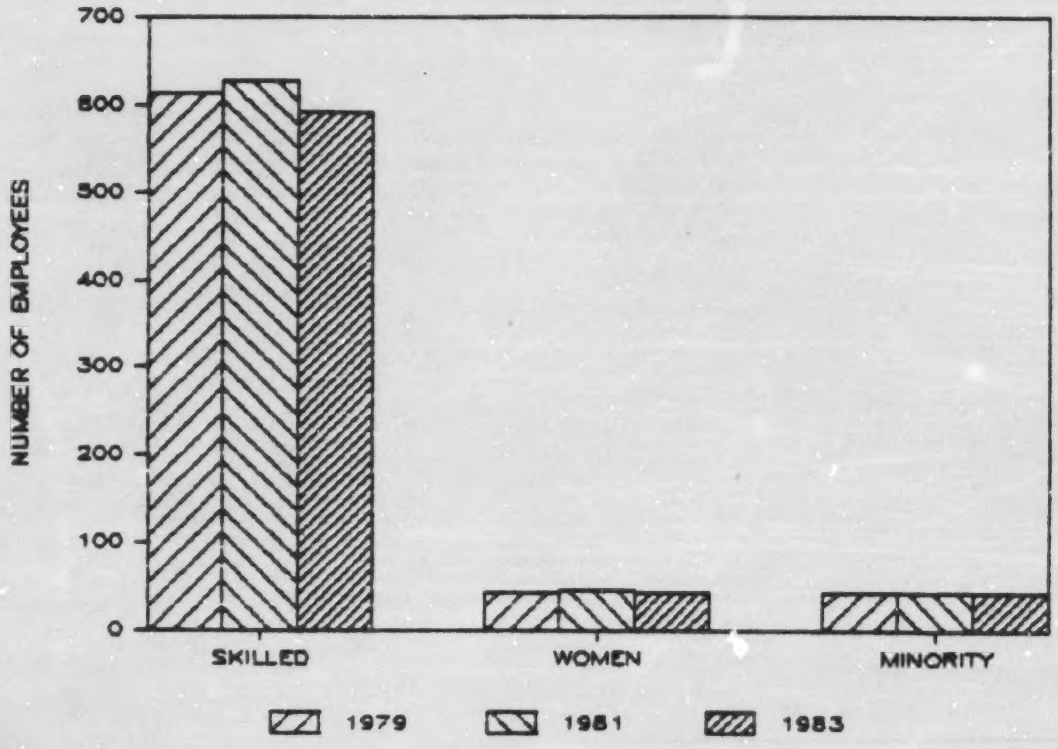

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FIGURE 20. SKILLED CRAFT, WOMEN AND MINORITIES
STATE FOUR-YEAR 1979, 1981 AND 1983

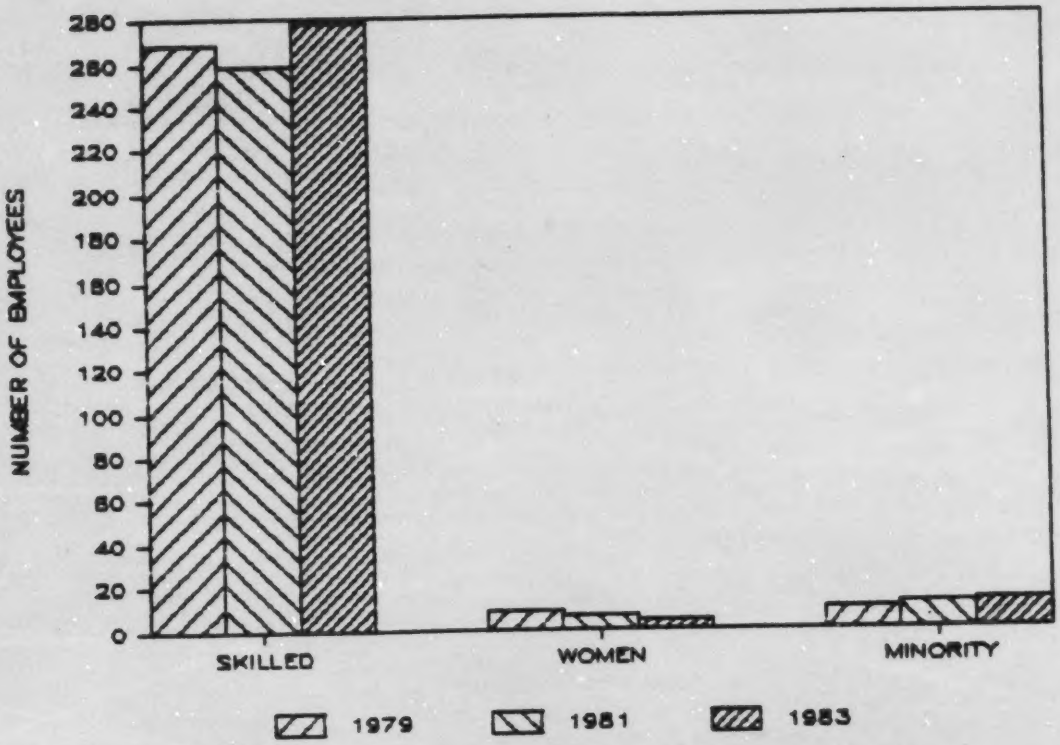
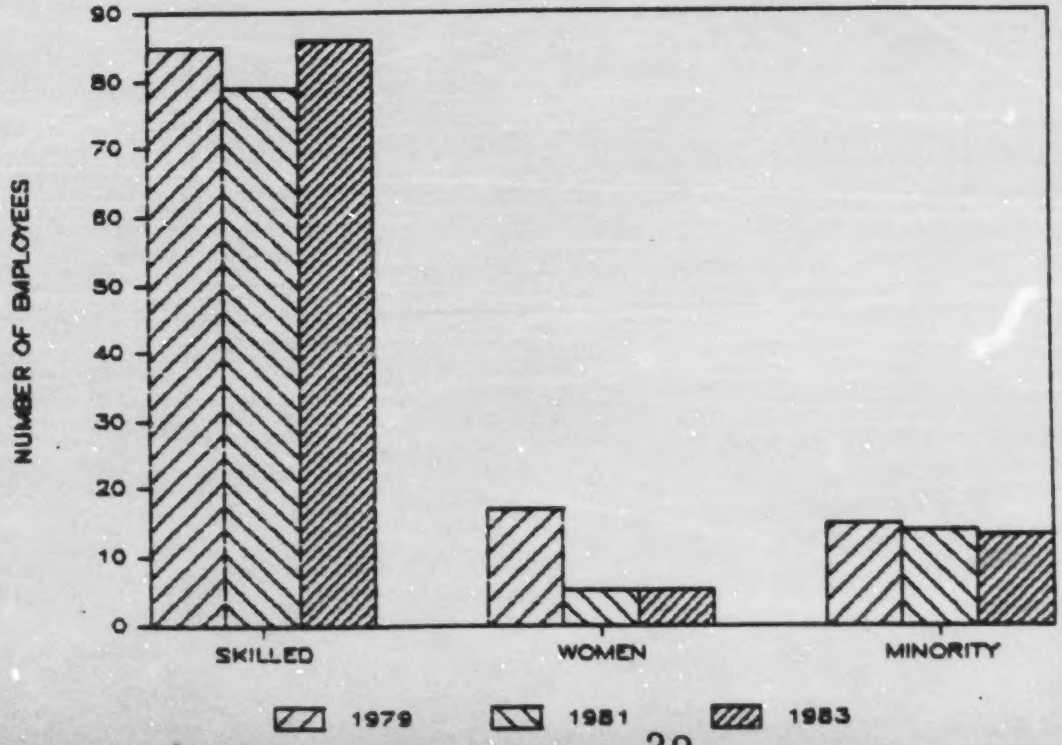


FIGURE 21. SKILLED CRAFT, WOMEN AND MINORITIES
STATE TWO-YEAR 1979, 1981 AND 1983



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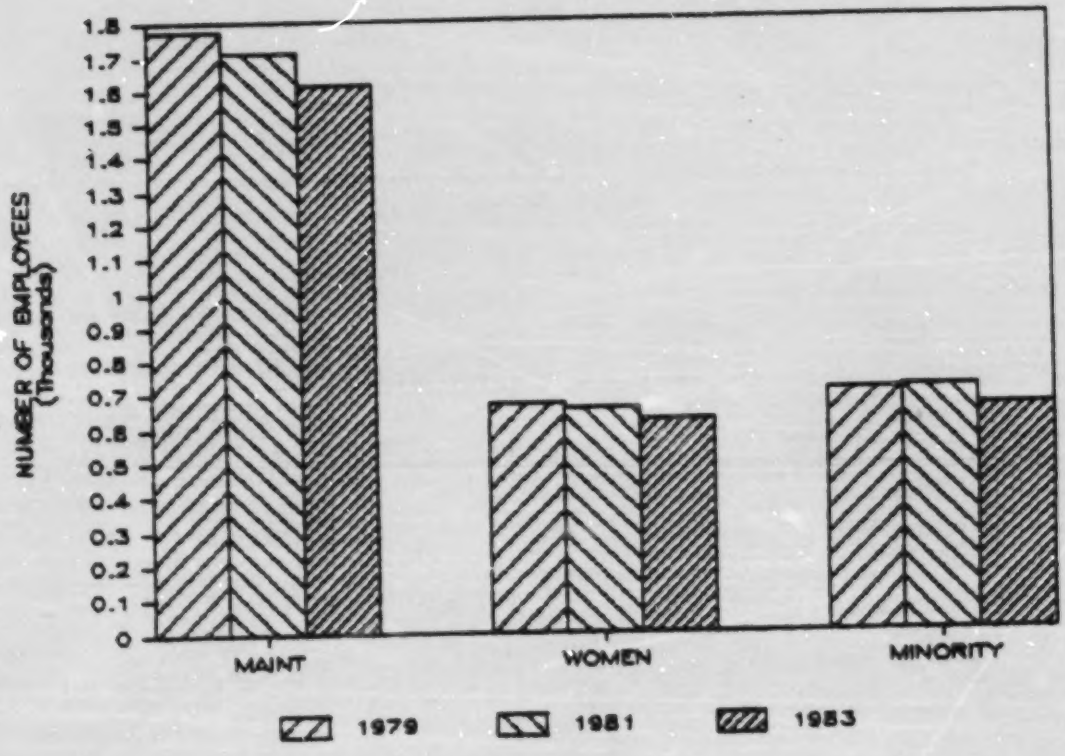
SERVICE AND MAINTENANCE EMPLOYEES

University of Missouri

Over the four year period the University of Missouri reduced service and maintenance staff by 166. Women in this category experienced a net loss of 48 positions and minorities also experienced a loss of 48 positions. Because of the significant reduction in total service and maintenance staff, however, minorities increased very slightly as a percentage of the total. By 1983 women were 38 percent of the total and minorities were 41 percent.

FIGURE 22. SERVICE/MAINT., WOMEN AND MINORITIES
UNIVERSITY OF MISSOURI 1979, 1981 AND 1983

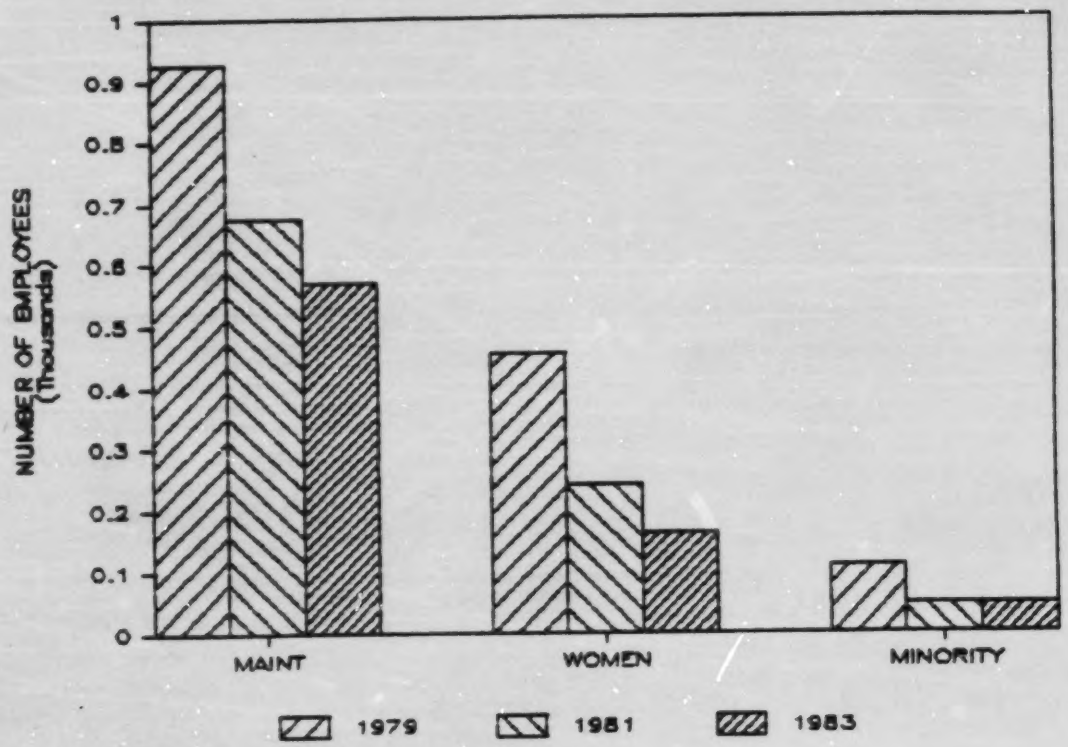


State Four-year

The most significant reduction in staff between 1979 and 1983 occurred in service and maintenance employees at the state four-year colleges and universities. The total was reduced by 359 employees or 39 percent. As was noted earlier, however, this net reduction was largely due to three campuses which made major reductions, particularly Central Missouri State University which reduced service and maintenance employees from 379 to 121. With the reduction, the service and maintenance staff at Central reached a size comparable to those at similar size institutions.

The number of positions filled by women in this group was reduced by 292 while the number filled by minorities was reduced by 62. The percentage of women in the remaining total fell from 49 percent to 28 percent while the percentage of minorities decreased from 11 percent to eight percent.

FIGURE 23. SERVICE/MAINT., WOMEN AND MINORITIES
STATE FOUR-YEAR 1979, 1981 AND 1983



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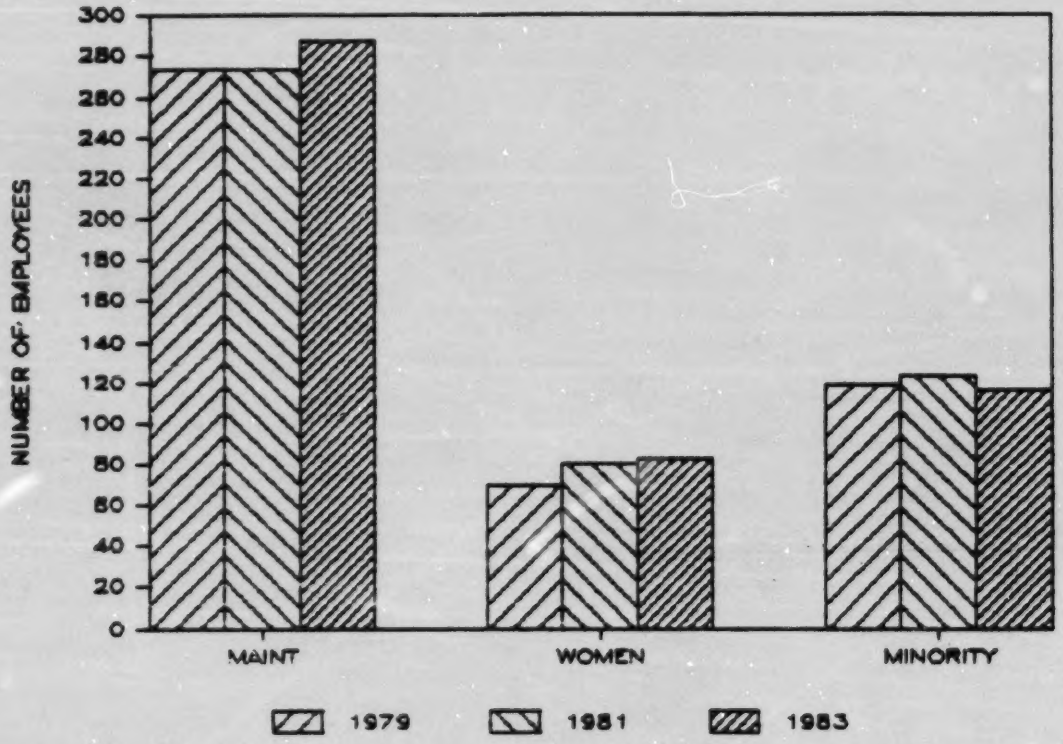
State Two-year

In the state two-year sector the number of service and maintenance employees increased by 14 between 1979 and 1983. The number of women increased by 12 and the number of minorities decreased by three. This brought the percentage of women in this group to 28 percent and the percentage of minorities to 40 percent.

FIGURE 24. SERVICE/MAINT., WOMEN AND MINORITIES
STATE TWO-YEAR 1979, 1981 AND 1983



COMPARISON TO NATIONAL EMPLOYMENT IN HIGHER EDUCATION

In order to provide some perspective for viewing Missouri's higher education employment data, the following comparison to national aggregate higher education data was compiled. The national data was obtained from the U.S. Equal Employment Opportunity Commission report **Minorities and Women in Institutions of Higher Education, 1979.** Unfortunately, the 1979 data are the most recent available on the national level, so it was not possible to compare trends over the time period addressed in this report. However, the 1983 summary for Missouri is displayed here to illustrate how the state has performed in relation to the national 1979 figures.

It should be noted that the national data reported in Figure 25 encompass all types of higher education institutions while the Missouri data apply only to public colleges and universities. It is unclear what differences might exist in a national comparison of only public institutions.

As can be seen in Figures 25-27, it would appear that the statewide data for Missouri vary from the national higher education employment figures in some significant ways. In general, Missouri institutions have relatively more faculty and relatively fewer administrative and support staff of all types than the national average. The number of women employed in Missouri public higher education lags the national average only slightly, though there would appear to be some significant differences in distribution among employment categories. Minority employment in Missouri public higher education lags national averages significantly but there are also significant differences between the nationwide average minority population and that of Missouri.

As Figure 25 and 26 illustrate, the faculty comprised 37.4 percent of the staff in Missouri public colleges and universities in 1979 as compared to a national average of 30.9 percent. Missouri had a relatively smaller percentage of all other categories of employees except skilled craft and service and maintenance workers. By 1983 the Missouri percentage of service and maintenance employees had been significantly reduced, the percentage of executive/managerial employees and professional nonfaculty had increased, and the percentage of faculty was essentially unchanged.

This tends to corroborate the Coordinating Board's **Master Plan Assessment Report Number Six** which suggested that, while Missouri public colleges and universities have less to spend than their peers, they focus their resources on instruction. Conversely, of course, Missouri institutions are able to provide relatively less in the way of support services and institutional maintenance.

Figures 25-27 suggest that Missouri public colleges and universities have lagged slightly behind the national average of institutions of higher education in the employment of women. However, while Missouri's percentage of women staff varies only slightly from the national average, women tend to be somewhat more heavily concentrated in those positions which tend to pay less. Between 1979 and 1983 some notable progress was made, particularly in the fastest growing category of executive, administrative, and managerial staff.

The percentage of minority employees at Missouri public institutions of higher education was considerably below the national average in every category of employment and in total. However, in terms of the percentage of total employees of minority heritage, both the national average and the Missouri percentage are close to the percentages of minorities in the respective populations. Nationally the percentage of the population which is nonwhite was about 17 percent in 1980 while in Missouri the figure was 11.6 percent.

Nevertheless, while some notable progress was made between 1979 and 1983 in Missouri, minorities continue to be significantly underrepresented among executive and managerial, professional nonfaculty, and faculty employees.

FIGURE 25

SUMMARY, NATIONAL EMPLOYMENT IN HIGHER EDUCATION
1979

CATEGORY	TOTAL	% TOTAL	WOMEN	% WOMEN	MINORITY	% MINORITY
EXEC/MANAG	109,342	7.5%	30,684	28.1%	7,719	7.1%
PROF NONFACULTY	210,932	14.4%	109,150	51.7%	29,043	13.8%
FACULTY	451,240	30.9%	117,849	26.1%	40,660	9.0%
SECR/CLERICAL	313,472	21.5%	290,576	92.7%	57,726	18.4%
TECH/PARAPROF	122,957	8.4%	68,848	56.0%	28,169	22.9%
SKILLED CRAFT	53,102	3.6%	2,863	5.4%	7,990	15.0%
SERV/MAINT	199,866	13.7%	80,437	40.2%	85,071	42.6%
TOTAL	1,460,911		700,407	47.9%	256,378	17.5%

FIGURE 26

SUMMARY, EMPLOYMENT IN MISSOURI PUBLIC HIGHER EDUCATION
1979

CATEGORY	TOTAL	% TOTAL	WOMEN	% WOMEN	MINORITY	% MINORITY
EXEC/MANAG	1,133	5.9%	217	19.2%	57	5.0%
PROF NONFACULTY	1,799	9.3%	992	55.1%	95	5.3%
FACULTY	7,225	37.4%	1,939	26.8%	456	6.3%
SECR/CLERICAL	3,848	19.9%	3,695	96.0%	382	9.9%
TECH/PARAPROF	1,369	7.1%	762	55.7%	132	9.6%
SKILLED CRAFT	967	5.0%	67	6.9%	67	6.9%
SERV/MAINT	2,979	15.4%	1,192	40.0%	929	31.2%
TOTAL	19,320		8,864	45.9%	2,118	11.0%

FIGURE 27

SUMMARY, EMPLOYMENT IN MISSOURI PUBLIC HIGHER EDUCATION
1983

CATEGORY	TOTAL	% TOTAL	WOMEN	% WOMEN	MINORITY	% MINORITY
EXEC/MANAG	1,299	6.7%	348	26.8%	76	5.9%
PROF NONFACULTY	2,057	10.6%	1,264	61.4%	133	6.5%
FACULTY	7,333	37.8%	1,996	27.2%	533	7.3%
SECR/CLERICAL	3,770	19.4%	3,587	95.1%	454	12.0%
TECH/PARAPROF	1,526	7.9%	884	57.9%	171	11.2%
SKILLED CRAFT	955	4.9%	51	5.3%	69	7.2%
SERV/MAINT	2,468	12.7%	864	35.0%	816	33.1%
TOTAL	19,408		8,994	46.3%	2,252	11.6%

SUMMARY AND OBSERVATIONS

In general it would appear that Missouri's public institutions, while lagging national trends somewhat, have closely paralleled those trends in staff employment. This observation is not particularly comforting, however. There is much which remains to be done to provide equal employment opportunity within institutions of higher education. In many respects the job has really only begun. In the face of static to declining enrollments and continuing or increasing financial constraints, it is unlikely higher education employment will grow in the coming decade. As has been illustrated in this report, the greatest gains in employment equity have tended to come where there has been staff growth. It will get harder rather than easier to improve the record.

Another issue raised by this report is the shift in staff categories from nonprofessional support staff to professional nonfaculty and administrators. While even the 1983 percentage of executive and managerial staff in Missouri was below the 1979 national average, the shift still seems somewhat curious in view of financial constraints. The trend would seem to suggest additional analysis which is beyond the scope of this report.

APPENDICES

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FULL-TIME EMPLOYEES BY RACE, PUBLIC INSTITUTIONS, ALL CONTRACTS EXCEPT FACULTY, 1983

	WHITE	BLACK	HISPANIC	ASIAN OR PACIFIC ISL.	AM.IND. OR ALASKAN NAT.	TOTAL	WOMEN
EXEC/ADMIN MANAGERIAL							
UNIV. OF MO.							
ADMINISTRATION	90	1		1		92	12
UMC	330	15	2	1		348	120
UMKC	111	6			1	118	26
UMR	68	1				69	9
UMSL	77	3		1		81	20
TOTAL	676	26	2	3	1	708	187
STATE FOUR-YEAR							
CENTRAL	134	4		1		139	47
HARRIS-STOWE	10	8				18	7
SOUTHERN	35		1			36	11
WESTERN	30		2		1	33	11
NORTHEAST	25					25	4
NORTHWEST	38				1	39	8
SOUTHEAST	38	1				39	5
SOUTHWEST	65					65	12
TOTAL	375	13	3	1	2	394	105
STATE TWO-YEAR							
CROWDER	9					9	4
E.CENTRAL	20					20	7
JEFFERSON	14					14	3
METRO CC	12	1				13	2
LONGVIEW	2	1	1			4	
MAPLE WOODS	5					5	1
PENN VALLEY	4	3				7	2
PIONEER	4	5				9	7
MINERAL AREA	7					7	2
ST. LOUIS CC	12	3				15	3
FLO. VALLEY	23	1				24	6
FOREST PARK	15	9				24	6
MERAMEC	21			1		22	5
STATE FAIR	6					6	1
THREE RIVERS	13					13	6
TRENTON	5					5	1
TOTAL	172	23	1	1		197	56

Appendix A

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	WHITE	BLACK	HISPANIC	ASIAN OR PACIFIC ISL.	AM.IND. OR ALASKAN NAT.	TOTAL	WOMEN
PROF NON-FACULTY							
UNIV. OF MO.							
ADMINISTRATION	177			7	1	185	79
UMC	954	20	6	22	3	1005	700
UMKC	139	9	3	5		156	98
UMR	64	1	1			66	29
UMSL	67	11		1	1	80	51
TOTAL	1401	41	10	35	5	1492	957
STATE FOUR-YEAR							
CENTRAL	19					19	9
HARRIS-STOWE	8	6				14	10
SOUTHERN	12					12	4
WESTERN	24	1	1			26	14
NORTHEAST	79					79	45
NORTHWEST	36					36	18
SOUTHEAST	82	6				88	52
SOUTHWEST	100	3	1			112	44
TOTAL	360	16	2			386	196
STATE TWO-YEAR							
CROWDER							
E.CENTRAL							
JEFFERSON	15					15	7
METRO CC							
LONGVIEW	6					6	4
MAPLE WOODS	5		1			6	3
PENN VALLEY	6	2				8	3
PIONEER	5	5				10	6
MINERAL AREA	10					10	7
ST. LOUIS CC	25	1				26	13
FLO. VALLEY	18	5				23	16
FOREST PARK	23	8				31	21
MERAMEC	19	2				21	17
STATE FAIR	23					23	14
THREE RIVERS							
TRENTON							
TOTAL	155	23	1			179	111

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	WHITE	BLACK	HISPANIC	ASIAN OR PACIFIC ISL.	AM.IND. OR ALASKAN NAT.	TOTAL	WOMEN
SECRETARIAL/ CLERICAL							
UNIV. OF MO.							
ADMINISTRATION	132	16			1	149	145
UMC	1348	119	11	12	6	1496	1402
UMKC	278	91	6	4	2	381	368
UMR	198	4		3		205	198
UMSL	166	47	1	3	3	220	219
TOTAL	2122	277	18	22	12	2451	2332
STATE FOUR-YEAR							
CENTRAL	168	2	1			171	164
HARRIS-STOWE	3	22				25	24
SOUTHERN	47					47	45
WESTERN	53	1				54	52
NORTHEAST	109			1		110	107
NORTHWEST	89		1		1	91	86
SOUTHEAST	118	8			1	127	125
SOUTHWEST	221	1		1		223	208
TOTAL	808	34	2	2	2	848	811
STATE TWO-YEAR							
CROWDER	17					17	17
E.CENTRAL	19					19	19
JEFFERSON	32					32	28
METRO CC	7	4	1	1	1	14	14
LONGVIEW	13	3				16	15
MAPLE WOODS	9					9	9
PENN VALLEY	8	6	6			20	17
PIONEER	4	5				9	9
MINERAL AREA	16					16	16
ST. LOUIS CC	40	14	1			55	51
FLO. VALLEY	56	15				71	65
FOREST PARK	48	22		1		71	66
MERAMEC	69	4				73	70
STATE FAIR	24			1		25	24
THREE RIVERS	15					15	15
TRENTON	9					9	9
TOTAL	386	73	8	3	1	471	444

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	WHITE	BLACK	HISPANIC	ASIAN OR PACIFIC ISL.	AM.IND. OR ALASKAN NAT.	TOTAL	WOMEN
TECHNICAL/ PARAPROF.							
UNIV. OF MO.							
ADMINISTRATION	82	4		1	2	89	31
UMC	673	67	4	15	2	761	443
UMKC	90	10	3	1	1	105	66
UMR	35					35	7
UMSL	31	6	1	2		40	27
TOTAL	911	87	8	19	5	1030	574
STATE FOUR-YEAR							
CENTRAL	49					49	22
HARRIS-STOWE	4	1				5	5
SOUTHERN	14					14	6
WESTERN	25	1				26	25
NORTHEAST	14					14	6
NORTHWEST	19					19	6
SOUTHEAST	16	1			1	18	9
SOUTHWEST	42					42	22
TOTAL	183	3			1	187	101
STATE TWO-YEAR							
CROWDER	2					2	
E.CENTRAL	11					11	9
JEFFERSON	6					6	4
METRO CC	41	5	2	1		49	29
LONGVIEW	17	2				19	13
MAPLE WOODS	12	1				13	10
PENN VALLEY	19	0		1		20	23
PIONEER	9	6				15	10
MINERAL AREA	1					1	1
ST. LOUIS CC	34	4	1			39	23
FLO. VALLEY	42	3				45	32
FOREST PARK	22	11			1	34	22
MERAMEC	35	1	1			37	25
STATE FAIR	7					7	5
THREE RIVERS	3					3	3
TRENTON							
TOTAL	261	41	4	2	1	309	209

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	WHITE	BLACK	HISPANIC	ASIAN OR PACIFIC ISL.	AM.IND. OR ALASKAN NAT.	TOTAL	WOMEN
SKILLED CRAFT							
UNIV. OF MO.							
ADMINISTRATION	56	5	1			61	35
UMC	303	14			2	319	2
UMKC	63	10		1	2	76	2
UMR	84	2			1	87	1
UMSL	43	5				48	2
TOTAL	549	36	1	1	5	591	42
STATE FOUR-YEAR							
CENTRAL	69	3				72	2
HARRIS-STOWE	1	3				4	1
SOUTHERN	9	1				10	
WESTERN	11		1			12	1
NORTHEAST	23					23	
NORTHWEST	54		1			55	
SOUTHEAST	54	4				58	
SOUTHWEST	44					44	
TOTAL	265	11	2			278	4
STATE TWO-YEAR							
CROWDER	1					1	1
E.CENTRAL							
JEFFERSON	2					2	
METRO CC	1					1	
LONGVIEW	3					3	
MAPLE WOODS	3					3	
PENN VALLEY	4					4	
PIONEER							
MINERAL AREA							
ST. LOUIS CC	6	1				7	
FLO. VALLEY	16	5				21	1
FOREST PARK	18	3				21	1
MERAMEC	18	3		1		22	2
STATE FAIR							
THREE RIVERS	1					1	
TRENTON							
TOTAL	73	12		1		86	5

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	WHITE	BLACK	HISPANIC	ASIAN OR PACIFIC ISL.	AM.IND. OR ALASKAN NAT.	TOTAL	WOMEN
SERVICE/MAINT.							
UNIV. OF MO.							
ADMINISTRATION	15	2	2	1		20	4
UMC	600	370	5	7	13	1003	428
UMKC	78	149	2	12	2	235	97
UMR	125	6	1		1	133	48
UMSL	57	81		1	1	140	51
TOTAL	955	608	10	21	17	1611	628
STATE FOUR-YEAR							
CENTRAL	104	16	1			121	44
HARRIS-STOWE		3				3	
SOUTHERN	28	2	1			31	6
WESTERN	41	2				43	13
NORTHEAST	71		2			73	23
NORTHWEST	74					74	23
SOUTHEAST	72	4		1	1	78	38
SOUTHWEST	135	10		1		146	23
TOTAL	525	37	4	2	1	569	162
STATE TWO-YEAR							
CROWDER	18					18	12
E.CENTRAL	13	1				14	5
JEFFERSON	14	1				15	
METRO CC	3				1	4	3
LONGVIEW	16	2				18	7
MAPLE WOODS	7	1	1			9	
PENN VALLEY	7	14	1			22	9
PIONEER		2				2	1
MINERAL AREA	8					8	
ST. LOUIS CC	3	2				5	1
FLO. VALLEY	27	21				48	13
FOREST PARK	17	39		1		57	15
MERAMEC	23	27				50	14
STATE FAIR	9	1				10	2
THREE RIVERS	5	1				6	
TRENTON	2					2	
TOTAL	172	112	2	1	1	288	82

	WHITE	BLACK	HISPANIC	ASIAN OR PACIFIC ISL.	AM.IND. OR ALASKAN NAT.	TOTAL	WOMEN
GRAND TOTAL	10356	1473	78	114	54	12075	6998

SOURCE: EE06 Forms

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NUMBER OF FACULTY EMPLOYEES BY RACE, ALL CONTRACTS, 1983

	WHITE	BLACK	HISPANIC	ASIAN OR PACIFIC ISL.	AM. IND. OR ALASKAN NATIVE	TOTAL	WOMEN
UNIV. OF MO.							
ADMINISTRATION	505	65		6	1	577	278
UMC	1874	42	22	96	6	2040	400
UMKC	543	11	4	26	2	586	152
UMR	335	3	2	42	1	383	20
UMSL	399	11	3	5	1	419	127
TOTAL	3656	132	31	175	11	4005	977
STATE FOUR-YR							
CENTRAL	409		5	11	1	426	100
HARRIS-STONE	18	10				28	18
SOUTHERN	143		2	2		147	35
WESTERN	146		1	2		149	38
NORTHEAST	251	3	2	2	1	259	82
NORTHWEST	243		1	2		246	63
SOUTHEAST	409	11		11		431	121
SOUTHWEST	538	2	2	8		550	147
TOTAL	2157	26	13	38	2	2236	604
STATE TWO-YR							
CROWDER	43					43	9
E. CENTRAL	52					52	15
JEFFERSON	90				1	91	25
METRO CC	1					1	1
LONGVIEW	64	2		1		67	18
MAPLE WOODS	35	1				36	8
PENN VALLEY	74	18	1	1		94	46
PIONEER	4	5				9	6
MINERAL AREA	48			1		49	20
ST. LOUIS CC							
FLO. VALLEY	151	18		4	1	174	58
FOREST PARK	119	25	1	2		147	76
MERAMEC	175	11		3	2	191	77
STATE FAIR	57			1		58	21
THREE RIVERS	53					53	22
TRENTON	27					27	13
TOTAL	993	80	2	13	4	1092	415
GRAND TOTAL	6806	238	46	226	17	7333	1996

SOURCE: EEO6 FORMS

Appendix B

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FULL-TIME EMPLOYEES BY RACE, PUBLIC INSTITUTIONS, ALL CONTRACTS EXCEPT FACULTY, 1981

	WHITE	BLACK	HISPANIC	ASIAN OR PACIFIC ISL.	AM.IND. OR ALASKAN NAT.	TOTAL	WOMEN
EXEC/ADMIN							
UNIV. OF MO.							
ADMINISTRATION	96	3				99	17
UMC	305	10	3	1		319	103
UMKC	116	6			1	123	27
UMR	62					62	9
UMSL	78	2		1		81	19
TOTAL	657	21	3	2	1	684	175
STATE FOUR-YEAR							
CENTRAL	87	3				90	16
HARRIS-STOWE	13	13				26	14
SOUTHERN	33		1			34	6
WESTERN	31				1	32	7
NORTHEAST	26					26	3
NORTHWEST	36					36	8
SOUTHEAST	41	1				42	6
SOUTHWEST	77					77	13
TOTAL	344	17	1		1	363	73
STATE TWO-YEAR							
CROWDER	5					5	
E.CENTRAL	20					20	5
JEFFERSON	14					14	3
METRO CC	10	1				11	
LONGVIEW	2	1	1			4	
MAPLE WOODS	3					3	2
PENN VALLEY	4	2				6	1
PIONEER	5	4				9	7
MINERAL AREA	6					6	1
ST. LOUIS CC	13	2				15	2
FLO. VALLEY	19	3				22	6
FOREST PARK	16	7				23	5
MERAMEC	21			1		22	4
STATE FAIR	7					7	1
THREE RIVERS	14					14	4
TRENTON	4					4	
TOTAL	163	20	1	1		185	41

Appendix C

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	WHITE	BLACK	HISPANIC	ASIAN OR PACIFIC ISL.	AM.IND. OR ALASKAN NAT.	TOTAL	WOMEN
PROF NON-FACULTY							
UNIV. OF MO.							
ADMINISTRATION	196	4		7	2	209	95
UMC	867	18	10	14	4	913	612
UMKC	143	9	4	4		160	95
UMR	64	2	1	1		68	25
UMSL	63	10	1	1		75	44
TOTAL	1333	43	16	27	6	1425	871
STATE FOUR-YEAR							
CENTRAL	74	3		1	1	79	41
HARRIS-STOWE	7	4				11	6
SOUTHERN	14					14	10
WESTERN	23		1			24	12
NORTHEAST	81					81	45
NORTHWEST	38					38	14
SOUTHEAST	83	2				85	47
SOUTHWEST	94	3	1			98	39
TOTAL	414	12	2	1	1	430	214
STATE TWO-YEAR							
CROWDER	6					6	3
E.CENTRAL							
JEFFERSON	10					10	5
METRO CC							
LONGVIEW							
MAPLE WOODS							
PENN VALLEY							
PIONEER							
MINERAL AREA	10					10	7
ST. LOUIS CC	29	2				31	16
FLO. VALLEY	13	2				15	9
FOREST PARK	18	13				31	20
MERAMEC	18	2				20	16
STATE FAIR	24					24	10
THREE RIVERS	1					1	1
TRENTON							
TOTAL	129	19				148	87

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BEST

	WHITE	BLACK	HISPANIC	ASIAN OR PACIFIC ISL.	AM.IND. OR ALASKAN NAT.	TOTAL	WOMEN
SECRETARIAL/ CLERICAL							
UNIV. OF MO.							
ADMINISTRATION	155	17		2	3	177	171
UMC	1410	99	9	11	6	1535	1447
UMKC	318	69	5	3	2	397	389
UMR	211	3	1	2		217	213
UMSL	175	39	2	3		219	210
TOTAL	2269	227	17	21	11	2545	2430
STATE FOUR-YEAR							
CENTRAL	149	2	1			152	151
HARRIS-STOWE	7	18				25	24
SOUTHERN	50					50	50
WESTERN	59	1				60	57
NORTHEAST	100			1		109	107
NORTHWEST	94		2		1	97	95
SOUTHEAST	118	6			1	125	121
SOUTHWEST	218	1		1		220	205
TOTAL	803	28	3	2	2	838	810
STATE TWO-YEAR							
CROWDER	16					16	16
E.CENTRAL	19					19	19
JEFFERSON	32					32	30
METRO CC	11	10	2	2		25	23
LONGVIEW	19	3				22	19
MAPLE WOODS	18					18	17
PENN VALLEY	18	9	6	1		34	28
PIONEER	8	5	1			14	12
MINERAL AREA	13					13	13
ST. LOUIS CC	40	12	1			53	50
FLO. VALLEY	51	11				62	57
FOREST PARK	48	21				69	66
MERAMEC	66	3				69	66
STATE FAIR	32	1				33	32
THREE RIVERS	1					1	1
TRENTON	7					7	7
TOTAL	399	75	10	3		487	456

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	WHITE	BLACK	HISPANIC	ASIAN OR PACIFIC ISL.	AM.IND. OR ALASKAN NAT.	TOTAL	WOMEN
TECHNICAL/ PARAPROF.							
UNIV. OF MO.							
ADMINISTRATION	92	5			2	99	36
UMC	686	72	3	11	1	773	459
UMKC	88	10	2	3	1	104	71
UMR	40					40	6
UMSL	30	4	1	1		36	21
TOTAL	936	91	6	15	4	1052	593
STATE FOUR-YEAR							
CENTRAL	42	1				43	16
HARRIS-STOWE	2	2				4	3
SOUTHERN	12					12	3
WESTERN	21	1				22	21
NORTHEAST	15					15	6
NORTHWEST	14					14	7
SOUTHEAST	16	1			1	18	9
SOUTHWEST	44					44	23
TOTAL	166	5			1	172	88
STATE TWO-YEAR							
CROWDER	1					1	
E.CENTRAL	9					9	8
JEFFERSON	6					6	3
METRO CC	26	1				27	14
LONGVIEW	15	1		1		17	11
MAPLE WOODS	13					13	6
PENN VALLEY	15	3				18	11
PIONEER	8	5				13	6
MINERAL AREA							
ST. LOUIS CC	32	5	1			38	23
FLO. VALLEY	35	2	1			38	27
FOREST PARK	21	11				32	20
MERAMEC	32					32	22
STATE FAIR	4					4	3
THREE RIVERS							
TRENTON							
TOTAL	217	20	2	1		240	154

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	WHITE	BLACK	HISPANIC	ASIAN OR PACIFIC ISL.	AM.IND. OR ALASKAN NAT.	TOTAL	WOMEN
SKILLED CRAFT							
UNIV. OF MO.							
ADMINISTRATION	62	7	1			70	34
UMC	294	13			3	310	4
UMKC	82	9		1	2	94	3
UMR	92	1			1	94	
UMSL	55	4				59	3
TOTAL	585	34	1	1	6	627	44
STATE FOUR-YEAR							
CENTRAL	61	2			1	64	3
HARRIS-STOWE	3	3				6	1
SOUTHERN							
WESTERN	10		1			11	1
NORTHEAST	23					23	
NORTHWEST	53		1			54	1
SOUTHEAST	54	4				58	
SOUTHWEST	43					43	
TOTAL	247	9	2		1	259	6
STATE TWO-YEAR							
CROWDER	4					4	1
E.CENTRAL							
JEFFERSON	3					3	
METRO CC							
LONGVIEW							
MAPLE WOODS							
PENN VALLEY							
PIONEER							
MINERAL AREA							
ST. LOUIS CC	5	1				6	
FLO. VALLEY	18	5				23	1
FOREST PARK	16	5				21	1
MERAMEC	19	3				22	2
STATE FAIR							
THREE RIVERS							
TRENTON							
TOTAL	65	14				79	5

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	WHITE	BLACK	HISPANIC	ASIAN OR PACIFIC ISL.	AM.IND. OR ALASKAN NAT.	TOTAL	WOMEN
SERVICE/MAINT.							
UNIV. OF MO.							
ADMINISTRATION	16	6		2		24	6
UMC	711	382	5	10	12	1120	446
UMKC	88	173	1	9	3	274	107
UMR	126	6	1			133	38
UMSL	62	98		1	1	162	58
TOTAL	1003	665	7	22	16	1713	655
STATE FOUR-YEAR							
CENTRAL	168	13	1			182	83
HARRIS-STOWE		1				1	1
SOUTHERN	42	2	1			45	6
WESTERN	43	2				45	14
NORTHEAST	69	1		1		71	24
NORTHWEST	95					95	48
SOUTHEAST	72	11		1	1	85	39
SOUTHWEST	140	9	1	1		151	25
TOTAL	629	39	3	3	1	675	240
STATE TWO-YEAR							
CROWDER	12					12	8
E.CENTRAL	13					13	4
JEFFERSON	14	1				15	1
METRO CC	4	1				5	3
LONGVIEW	12	2		1	1	16	5
MAPLE WOODS	5	1			1	7	1
PENN VALLEY	6	17	1	1		25	7
PIONEER		2				2	
MINERAL AREA	9					9	
ST. LOUIS CC	1	4				5	1
FLO. VALLEY	21	21				42	15
FOREST PARK	17	40		1		58	17
MERAMEC	20	26				46	14
STATE FAIR	12					12	3
THREE RIVERS	3	2				5	
TRENTON	2					2	1
TOTAL	151	117	1	3	2	274	80

	WHITE	BLACK	HISPANIC	ASIAN OR PACIFIC ISL.	AM.IND. OR ALASKAN NAT.	TOTAL	WOMEN
GRAND TOTAL	10510	1464	75	102	53	12204	7030

SOURCE: EEO6 Forms

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NUMBER OF FACULTY EMPLOYEES BY RACE, ALL CONTRACTS, 1981

	WHITE	BLACK	HISPANIC	ASIAN OR PACIFIC ISL.	AM. IND. OR ALASKAN NATIVE	TOTAL	WOMEN
UNIV. OF MO.							
ADMINISTRATION	513	64		4	1	582	270
UMC	1947	36	20	87	7	2097	418
UMKC	557	11	4	24	1	597	148
UMR	336	2	2	30		390	24
UMSL	382	13	6	4	1	406	119
TOTAL	3735	126	32	149	10	4072	979
STATE FOUR-YR							
CENTRAL	454	2	6	8	1	471	115
HARRIS-STOWE	18	10		1		29	16
SOUTHERN	150	1	1	2		154	31
WESTERN	151	1	1	2		155	42
NORTHEAST	246	2	1	2	1	252	74
NORTHWEST	240		2	2	1	245	59
SOUTHEAST	396	3		10		409	123
SOUTHWEST	520	3	2	9		534	146
TOTAL	2175	22	13	36	3	2249	606
STATE TWO-YR							
CROWDER	40		1			41	12
E. CENTRAL	50					50	14
JEFFERSON	81				1	82	21
METRO CC	1					1	1
LONGVIEW	59	2		1		62	18
MAPLE WOODS	38	1	1			40	8
PENN VALLEY	85	21	2	1		109	51
PIONEER	9	8		1		18	13
MINERAL AREA	49			1		50	20
ST. LOUIS CC							
FLO. VALLEY	145	17		3		165	56
FOREST PARK	120	24	1			145	69
MERAMEC	170	12	1	2		185	76
STATE FAIR	51			1		52	21
THREE RIVERS	50					50	19
TRENTON	27					27	15
TOTAL	975	85	6	10	1	1077	414
GRAND TOTAL	6905	233	51	195	14	7398	1999

SOURCE: EEO6 FORMS

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FULL-TIME EMPLOYEES BY RACE, PUBLIC INSTITUTIONS, ALL CONTRACTS EXCEPT FACULTY, 1979

	WHITE	BLACK	HISPANIC	ASIAN OR PACIFIC ISL.	AM.IND. OR ALASKAN NAT.	TOTAL	WOMEN
EXEC/ADMIN							
UNIV. OF MO. ADMINISTRATION	93	1				94	12
UMC	270	9	1	1		281	74
UMKC	112	4			1	117	19
UMR	55				1	56	5
UMSL	78	4				82	18
TOTAL	608	18	1	1	2	630	128
STATE FOUR-YEAR							
CENTRAL	74		1			75	9
HARRIS-STOWE	4	4				8	4
SOUTHERN	29		1			30	6
WESTERN	37				1	38	7
NORTHEAST	24					24	4
NORTHWEST	30					30	6
SOUTHEAST	38	2				40	4
SOUTHWEST	68				1	69	9
TOTAL	304	6	2		2	314	49
STATE TWO-YEAR							
CROWDER	10					10	4
E.CENTRAL	7					7	
JEFFERSON	11	3				11	3
METRO CC ADMIN	12					15	1
LONGVIEW	2		1			3	
MAPLE WOODS	4					4	1
PENN VALLEY	3	2				5	1
PIONEER	6	4				10	5
MINERAL AREA	6					6	1
ST. LOUIS CC	20	1				21	1
FLO. VALLEY	18	4				22	7
FOREST PARK	14	8	1			23	4
MERAMEC	21			1		22	6
STATE FAIR	7					7	2
THREE RIVERS	19					19	4
TRENTON	4					4	
TOTAL	164	22	2	1		189	40

BEST C

	WHITE	BLACK	HISPANIC	ASIAN OR PACIFIC ISL.	AM.IND. OR ALASKAN NAT.	TOTAL	WOMEN
PROF NON-FACULTY							
UNIV. OF MO.							
ADMINISTRATION	176	1		5		182	71
UMC	815	17	4	18	3	857	537
UMKC	140	8	2	1		151	83
UMR	63	2	1			66	22
UMSL	50	5	1	1	1	58	33
TOTAL	1244	33	8	25	4	1314	746
STATE FOUR-YEAR							
CENTRAL	62	3		1		66	37
HARRIS-STOWE	8	7				15	9
SOUTHERN	11					11	6
WESTERN	18					18	12
NORTHEAST	41		1			42	22
NORTHWEST	37					37	16
SOUTHEAST	95	1	1			97	56
SOUTHWEST	81	3	1	1		86	38
TOTAL	353	14	3	2		372	198
STATE TWO-YEAR							
CROWDER							
E.CENTRAL	10					10	2
JEFFERSON	12					12	5
METRO CC ADMIN	4	1				5	
LONGVIEW							
MAPLE WOODS							
PENN VALLEY							
PIONEER							
MINERAL AREA	6					6	3
ST. LOUIS CC	22	3				25	10
FLO. VALLEY	4					4	2
FOREST PARK	7	1				8	2
MERAMEC	14	1				15	11
STATE FAIR	28					28	13
THREE RIVERS							
TRENTON							
TOTAL	107	6				113	56

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	WHITE	BLACK	HISPANIC	ASIAN OR PACIFIC ISL.	AM.IND. OR ALASKAN NAT.	TOTAL	WOMEN
SECRETARIAL/ CLERICAL							
UNIV. OF MO.							
ADMINISTRATION	177	22	1	1	1	202	194
UMC	1388	94	10	10	9	1511	1437
UMKC	334	44	3	3		384	375
UMR	194	2		2	3	201	196
UMSL	173	48		4		225	223
TOTAL	2266	210	14	20	13	2523	2425
STATE FOUR-YEAR							
CENTRAL	141	2	2	1		146	146
HARRIS-STOWE	6	9				15	14
SOUTHERN	45		1		1	47	46
WESTERN	57	1				58	56
NORTHEAST	108			1		109	107
NORTHWEST	96		1	1	1	99	98
SOUTHEAST	140	2			1	143	141
SOUTHWEST	207	1		1		209	196
TOTAL	800	15	4	4	3	826	804
STATE TWO-YEAR							
CROWDER	12					12	12
E.CENTRAL	18					18	18
JEFFERSON	27					27	26
METRO CC ADMIN	28	8	6	1		35	33
LONGVIEW	24	5			1	30	26
MAPLE WOODS	16		1			17	16
PENN VALLEY	23	8	6			37	31
PIONEER	9	11				20	16
MINERAL AREA	11					11	11
ST. LOUIS CC	33	18	1			52	47
FLO. VALLEY	52	11				63	60
FOREST PARK	43	17				60	57
MERAMEC	58	4				62	58
STATE FAIR	30	1				31	31
THREE RIVERS	16					16	16
TRENTON	8					8	8
TOTAL	400	83	14	1	1	499	466

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	WHITE	BLACK	HISPANIC	ASIAN OR PACIFIC ISL.	AM.IND. OR ALASKAN NAT.	TOTAL	WOMEN
TECHNICAL/ PARAPROF.							
UNIV. OF MO.							
ADMINISTRATION	100	5		1		106	37
UMC	694	67	1	5	3	770	455
UMKC	90	6	2	1	1	100	62
UMR	30					30	9
UMSL	31	3	1	1		36	17
TOTAL	953	81	4	8	4	1054	580
STATE FOUR-YEAR							
CENTRAL	30					30	10
HARRIS-STOWE	1	2				3	1
SOUTHERN	9					9	4
WESTERN	21	1	1			23	21
NORTHEAST	9					9	2
NORTHWEST	15					15	6
SOUTHEAST	12					12	6
SOUTHWEST	35					35	10
TOTAL	132	3	1			136	60
STATE TWO-YEAR							
CROWDER	9	1				10	5
E.CENTRAL	10					10	8
JEFFERSON	6					6	3
METRO CC ADMIN	7			1		8	4
LONGVIEW	3	1				4	1
MAPLE WOODS	5					5	2
PENN VALLEY	7	3		2		12	9
PIONEER	1	3				4	3
MINERAL AREA							
ST. LOUIS CC	21	3	1			25	11
FLO. VALLEY	32	4	1			37	26
FOREST PARK	17	9				26	18
MERAMEC	30	2				32	20
STATE FAIR	4					4	4
THREE RIVERS							
TRENTON							
TOTAL	152	26	2	3		183	114

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SKILLED CRAFT	WHITE	BLACK	HISPANIC	ASIAN OR PACIFIC ISL.	AM.IND. OR ALASKAN NAT.	TOTAL	WOMEN
UNIV. OF MO.							
ADMINISTRATION	61	6	1			68	33
UMC	290	19	1		3	312	3
UMKC	75	11		1		87	4
UMR	85	1			3	89	
UMSL	52	6				58	2
TOTAL	571	34	2	1	6	614	42
STATE FOUR-YEAR							
CENTRAL	70	1			1	72	
HARRIS-STOWE	2	1				3	
SOUTHERN	11	1				12	
WESTERN	11					11	1
NORTHEAST	24					24	
NORTHWEST	39					39	
SOUTHEAST	56	4				60	
SOUTHWEST	46	1				47	7
TOTAL	259	8			1	268	8
STATE TWO-YEAR							
CROWDER	13					13	12
E.CENTRAL	1					1	
JEFFERSON							
METRO CC ADMIN							
LONGVIEW							
MAPLE WOODS							
PENN VALLEY							
PIONEER							
MINERAL AREA							
ST. LOUIS CC	6	1				7	
FLO. VALLEY	18	5				23	2
FOREST PARK	15	5				20	1
MERAMEC	17	4				21	2
STATE FAIR							
THREE RIVERS							
TRENTON							
TOTAL	78	15				85	17

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BEST C

	WHITE	BLACK	HISPANIC	ASIAN OR PACIFIC ISL.	AM.IND. OR ALASKAN NAT.	TOTAL	WOMEN
SERVICE/MAINT.							
UNIV. OF MO.							
ADMINISTRATION	22	7				29	4
UMC	763	373	4	10	13	1163	476
UMKC	100	100	2	2	2	206	106
UMR	122	4		1	2	129	26
UMSL	66	101	1	1	1	170	57
TOTAL	1073	665	7	14	18	1777	668
STATE FOUR-YEAR							
CENTRAL	328	47	2	2		379	244
HARRIS-STOWE	2	2				4	2
SOUTHERN	34	1			1	36	5
WESTERN	37	2				39	10
NORTHEAST	70					70	20
NORTHWEST	111					111	57
SOUTHEAST	100	33	2	2		145	90
SOUTHWEST	132	11		1		144	26
TOTAL	822	96	4	5	1	928	454
STATE TWO-YEAR							
CROWDER	9					9	2
E.CENTRAL	7					7	2
JEFFERSON	14					14	
METRO CC ADMIN	3	4			1	8	2
LONGVIEW	17	3				20	6
MAPLE WOODS	12				1	13	1
PENN VALLEY	11	13	2			26	4
PIONEER	1	3				4	
MINERAL AREA	8					8	
ST. LOUIS CC	1	2				3	1
FLO. VALLEY	17	20				37	14
FOREST PARK	16	44				60	17
MERAMEC	16	26				42	16
STATE FAIR	10					10	4
THREE RIVERS	2					2	
TRENTON	3					3	1
TOTAL	158	115	2		2	274	70

	WHITE	BLACK	HISPANIC	ASIAN OR PACIFIC ISL.	AM.IND. OR ALASKAN NAT.	TOTAL	WOMEN
GRAND TOTAL	10433	1450	70	85	57	12095	6925

SOURCE: EEO6 Forms

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NUMBER OF FACULTY EMPLOYEES BY RACE, ALL CONTRACTS, 1979

	WHITE	BLACK	HISPANIC	ASIAN OR PACIFIC ISL.	AM. IND. OR ALASKAN NATIVE	TOTAL	WOMEN
UNIV. OF MO.							
ADMINISTRATION	499	77	1	2	4	583	280
UMC	1931	32	14	57	5	2039	397
UMKC	515	7	6	18	1	547	127
UMR	336		4	31		371	21
UMSL	370	14	7	10	1	402	107
TOTAL	3651	130	32	118	11	3942	932
STATE FOUR-YR							
CENTRAL	448	5	3	9	1	466	118
HARRIS-STOWE	19	11				30	17
SOUTHERN	144		1	2		147	35
WESTERN	137	1				138	37
NORTHEAST	253	2	1	1	1	258	69
NORTHWEST	240	2	2	2	1	247	63
SOUTHEAST	389	2		6		397	114
SOUTHWEST	493	3	1	8		505	139
TOTAL	2123	26	8	28	3	2188	592
STATE TWO-YR							
CROWDER	30		1	2		33	8
E. CENTRAL	46					46	9
JEFFERSON	81				1	82	25
METRO CC	2					2	
LONGVIEW	64	2		1		67	17
MAPLE WOODS	39	1	1			41	10
PENN VALLEY	92	18	1	2		113	52
PIONEER	12	9				21	17
MINERAL AREA	49			2		51	21
ST. LOUIS CC							
FLO. VALLEY	159	16		1		176	64
FOREST PARK	128	27				155	71
MERAMEC	160	12		2		174	69
STATE FAIR	54			1		55	23
THREE RIVERS	52					52	17
TRENTON	27					27	12
TOTAL	995	85	3	11	1	1095	415
GRAND TOTAL	6769	241	43	157	15	7225	1939

SOURCE: EEO6 FORMS

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

HIGHER EDUCATION STAFF INFORMATION (EEO-6)

Public/Private Institutions and Campuses

FORM APPROVED
O.M.B. No. 3046-0009
Expires 9/30/85

DO NOT ALTER INFORMATION PRINTED IN THIS BOX

FEDERAL AGENCIES

This is a joint requirement of the EEOC, Office for Civil Rights; Department of Education and the Office of Federal Contract Compliance Programs; Department of Labor. All survey inquiries should be directed to the Higher Education Reporting Committee.

RETURN ADDRESS

Mail original and three copies of this form to the address shown by:

I. IDENTIFICATION

A. INSTITUTION/CAMPUS OR SCHOOL (OMIT IF SAME AS LABEL.)

1. NAME

2. STREET AND NUMBER/P.O. BOX	3. CITY, TOWN	4. COUNTY	5. STATE	6. ZIP CODE

B. REPORT COVERS

☐	1. SINGLE CAMPUS INSTITUTION	☐	3. MAIN CAMPUS
☐	2. BRANCH CAMPUS	☐	4. SEPARATE ADMINISTRATIVE OFFICE
☐	5. OTHER *(Specify)*		

C. PARENT INSTITUTION

1. NAME INSTITUTION OF WHICH THE BRANCH CAMPUS / MAIN CAMPUS / SEPARATE ADMINISTRATIVE OFFICE IS A PART.

D. FEDERAL CONTRACT INFORMATION

1. INSTITUTION OR ADMINISTRATIVELY EQUAL UNIT HAS A CONTRACT/SUBCONTRACT WITH ANY U.S. GOVERNMENT AGENCY FOR (ANSWER YES OR NO FOR EACH SPECIFIED INTERVAL):

A. $10,000 - $49,999	☐ YES	☐ NO
B. $50,000 - $999,999	☐ YES	☐ NO
C. $1,000,000 OR MORE	☐ YES	☐ NO

II. FULL-TIME STAFF STATISTICS - OCCUPATIONAL ACTIVITY

(Use institution's definition of full-time employment)

A. FULL-TIME FACULTY

NUMBER OF EMPLOYEES

PRIMARY OCCUPATIONAL ACTIVITY BY SALARY CLASS INTERVALS	TOTAL (Sum of cols B & H)	MALE						FEMALE					
		TOTAL (Sum of cols C - G)	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMER. INDIAN OR ALASKAN NATIVE	TOTAL (Sum of cols I - M)	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMER. INDIAN OR ALASKAN NATIVE
			WHITE	BLACK					WHITE	BLACK			
	A	B	C	D	E	F	G	H	I	J	K	L	M
1. 9-10 MONTH CONTRACT SALARIES													
1 BELOW $ 7,500													
2 $ 7,500 - 9,999													
3 10,000 - 12,999													
4 13,000 - 15,999													
5 16,000 - 18,999													
6 19,000 - 24,999													
7 25,000 - 29,999													
8 30,000 AND ABOVE													
9. TOTAL													
2. LESS THAN 9-10 MONTH CONTRACTS 10													
3. 11-12 MONTH CONTRACT SALARIES													
11 BELOW $ 7,500													
12 $ 7,500 - 9,999													
13 10,000 - 12,999													
14 13,000 - 15,999													
15 16,000 - 18,999													
16 19,000 - 24,999													
17 25,000 - 29,999													
18 30,000 AND ABOVE													
19. TOTAL													
20 4. SECTION A TOTAL													

B. ALL OTHER FULL-TIME EMPLOYEES

1. EXECUTIVE/ ADMINISTRATIVE/ MANAGERIAL													
21 BELOW $ 7,500													
22 $ 7,500 - 9,999													
23 10,000 - 12,999													
24 13,000 - 15,999													
25 16,000 - 18,999													
26 19,000 - 24,999													
27 25,000 - 29,999													
28 30,000 AND ABOVE													
29. TOTAL													

II. FULL-TIME STAFF STATISTICS - OCCUPATIONAL ACTIVITY

(Use institution's definition of full-time employment)

B. ALL OTHER FULL-TIME EMPLOYEES *(Con't)*

NUMBER OF EMPLOYEES

PRIMARY OCCUPATIONAL ACTIVITY BY SALARY CLASS INTERVALS	TOTAL (Sum of cols B & H) A	MALE						FEMALE					
		TOTAL (Sum of cols C - G) B	NON-HISPANIC ORIGIN		HISPANIC E	ASIAN OR PACIFIC ISLANDER F	AMER. INDIAN OR ALASKAN NATIVE G	TOTAL (Sum of cols I - M) H	NON-HISPANIC ORIGIN		HISPANIC K	ASIAN OR PACIFIC ISLANDER L	AMER. INDIAN OR ALASKAN NATIVE M
			WHITE C	BLACK D					WHITE I	BLACK J			
2. PROFESSIONAL NON-FACULTY													
30 BELOW $ 7,500													
31 $ 7,500 - 9,999													
32 10,000 - 12,999													
33 13,000 - 15,999													
34 16,000 - 18,999													
35 19,000 - 24,999													
36 25,000 - 29,999													
37 30,000 AND ABOVE													
38. TOTAL													
3. SECRETARIAL/ CLERICAL													
39 BELOW $ 5,000													
40 $ 5,000 - 7,499													
41 7,500 - 9,999													
42 10,000 - 12,999													
43 13,000 - 15,999													
44 16,000 AND ABOVE													
45. TOTAL													
4. TECHNICAL/ PARAPROFESSIONAL													
46 BELOW $ 5,000													
47 $ 5,000 - 7,499													
48 7,500 - 9,999													
49 10,000 - 12,999													
50 13,000 - 15,999													
51 16,000 AND ABOVE													
52. TOTAL													
5. SKILLED CRAFT													
53 BELOW $ 5,000													
54 $ 5,000 - 7,499													
55 7,500 - 9,999													
56 10,000 - 12,999													
57 13,000 - 15,999													
58 16,000 AND ABOVE													
59. TOTAL													
6. SERVICE/ MAINTENANCE													
60 BELOW $ 3,000													
61 $ 3,000 - 4,999													
62 5,000 - 7,499													
63 7,500 - 9,999													
64 $10,000 AND ABOVE													
65. TOTAL													
66 7. SECTION B TOTAL													

II. FULL-TIME STAFF STATISTICS - OCCUPATIONAL ACTIVITY

(Use institution's definition of full-time employment)

C. ALL OTHER FULL-TIME EMPLOYEES

NUMBER OF EMPLOYEES

PRIMARY OCCUPATIONAL ACTIVITY	TOTAL (Sum of cols B & H) A	MALE						FEMALE					
		TOTAL (Sum of cols C - G) B	NON-HISPANIC ORIGIN		HISPANIC E	ASIAN OR PACIFIC ISLANDER F	AMER. INDIAN OR ALASKAN NATIVE G	TOTAL (Sum of cols I - M) H	NON-HISPANIC ORIGIN		HISPANIC K	ASIAN OR PACIFIC ISLANDER L	AMER. INDIAN OR ALASKAN NATIVE M
			WHITE C	BLACK D					WHITE I	BLACK J			
C. ADDITIONAL INFORMATION													
1. EXEC./ADM./MGR. PERSONNEL WITH ACADEMIC 67 RANK AND/OR TENURE													
2. FULL TIME STAFF PAID IN FULL FROM "SOFT MONEY" 68 SOURCES													
3. FOREIGN NATIONALS 69 (ALSO REPORTED IN 11A AND 11B.)													

III. FULL-TIME FACULTY BY RANK AND TENURE

(Only include employees reported in "FACULTY" sections of report - PART IIA)

	A. TENURED		OMIT IF NO EXISTING TENURE PROGRAM										
70	1. PROFESSORS												
71	2. ASSO. PROF'S.												
72	3. ASST. PROF'S.												
73	4. INSTRUCTORS												
74	5. LECTURERS												
75	6. OTHER FACULTY												
76	7. TOTAL												
	B. NON-TENURED ON TRACK		OMIT IF NO EXISTING TENURE PROGRAM										
77	8. PROFESSORS												
78	9. ASSO. PROF'S.												
79	10. ASST. PROF'S.												
80	11. INSTRUCTORS												
81	12. LECTURERS												
82	13. OTHER FACULTY												
83	14. TOTAL												
	C. OTHER												
84	15. PROFESSORS												
85	16. ASSO. PROF'S.												
86	17. ASST. PROF'S.												
87	18. INSTRUCTORS												
88	19. LECTURERS												
89	20. OTHER FACULTY												
90	21. TOTAL												
91	22. SECTION III TOTAL (SAME AS LINE 20)												